

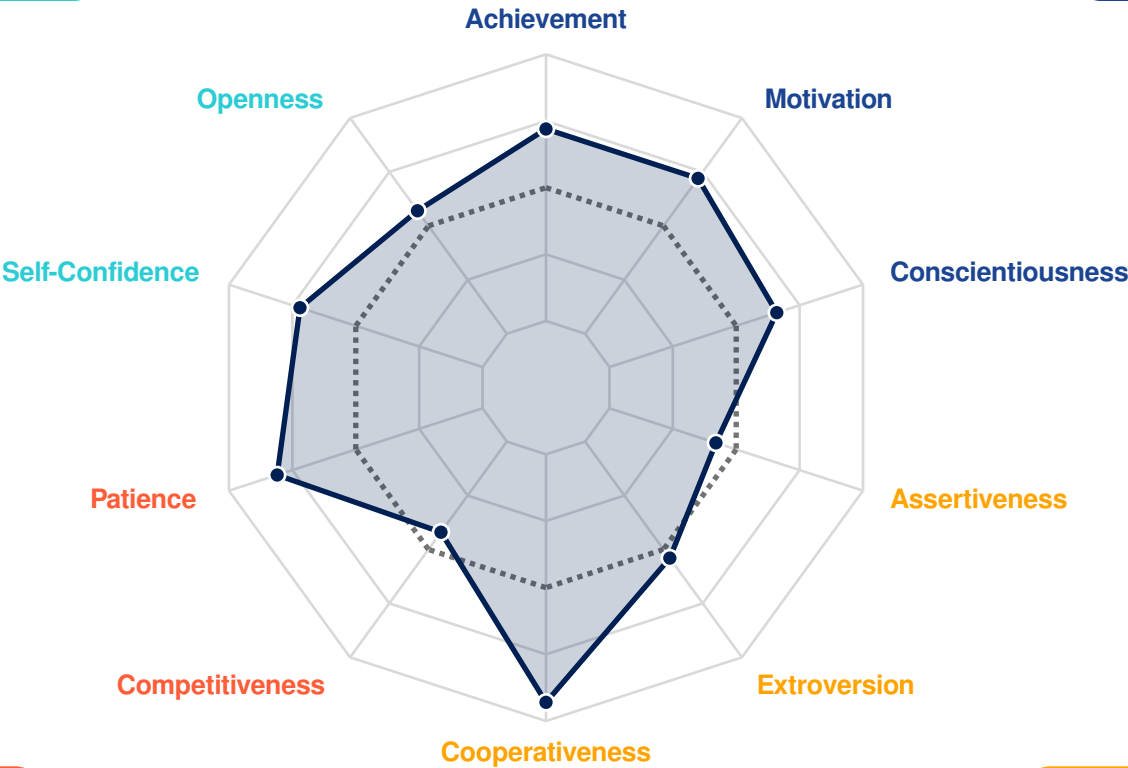
Welcome to your Workplace Insights report. You were asked by an employer to take assessments powered by Criteria Corp, and this report provides an overview of your personalized results. All of your responses were combined to create a unique profile for you. Within the report, it's important to know that there are no "good" or "bad" qualities. The results are designed to help you heighten your self-awareness and to understand how to relate better to others in the workplace.

Andrew's Report Summary

Andrew General Population

Attitudes & Outlook

Work Habits



Temperament

Interaction Style

Notable Traits

You can be described as:

Cooperative

Values social harmony, inclined to seek common ground

Ambiverted

Neither introverted or extroverted; generally comfortable in social situations

Moderate Openness to Experience

Often conventional but open to variety and exploration

Patient

Accepting and tolerant of delays or challenges

Work, Communication & Interaction Style



Very Cooperative.

You are likely to be very cooperative and obliging, which suggests that you will value harmony in a group situation as opposed to advancing your own interests. You are likely to place a strong emphasis on treating others fairly and with respect, which should see you viewed as someone who is considerate, trustworthy, and perhaps even selfless. Cooperativeness is a trait well suited to service-oriented roles.



Ambiverted.

Like most people, you are an ambivert, meaning you fall somewhere in the middle of the extroversion-introversion continuum. Ambiverts tend to be comfortable with social interactions and working in group settings but also enjoy time alone or working on solitary tasks. You may be sociable and outgoing with friends or family but might be more reserved with strangers or when meeting people for the first time.

Temperament, Attitudes & Outlook



Moderate Openness to Experience.

The Openness to Experience trait measures the extent to which you favor experimentation and exploring new concepts, as opposed to being down to earth, conventional, and favoring the familiar over the novel. You scored in the middle of the range for this trait, suggesting that while not averse to experimenting or exploring novel areas, you may generally prefer conventional approaches and routines.



Patient.

You have a behavioral style and demeanor that is likely tolerant of frustrations stemming from delays or setbacks. This can be an asset in fields that involve tasks such as resolving customers' disputes or navigating conflict-laden situations.

Strengths & Potential Challenges

Strengths

- Neither consistently assertive nor overly deferential, you will be assertive in some situations and not in others.
- You will likely go out of your way to accommodate other people. Your agreeable nature means you should be highly coachable, with an ideal profile for service-oriented roles.
- Ambiverts like you tend to be flexible enough to have potential suitability for a variety of roles, including those that emphasize social interactions and those that do not.
- You are well positioned to cope with frustrations when faced with setbacks or challenges in task completion.

Potential Challenges

- Highly cooperative individuals like you can sometimes place too much emphasis on accommodating everyone's needs. In leadership roles, you may need to make tough decisions that do not suit everyone in the team - this may be challenging for you.
- Too much patience can be a liability in certain fields where urgency is required.

Development Suggestions

Interaction Style

Some interactions call for a more direct approach, whereas others may require a gentler touch. When engaging with others, you should make sure to consider the situation, the people involved, and the context to help you determine the level of directness that is warranted.

You are likely someone who will put other people's needs before your own. This is likely to make you a cooperative team player. However, you will be well served by remembering that there are times where you need to put your own interests first. In doing so, you may be better positioned to help others as well as yourself.

Effective performance is often a combination of getting things done and interacting well with others. There are times when remaining focused on getting work done is the best approach and times when spending more time engaging with others is beneficial. It may benefit you to take a moment to consider the right balance for a particular job and where you may need to rebalance.

Temperament

While patience can be a virtue, so is knowing when to change course. Sometimes we all stick with an activity or a solution that no longer adds value or where success is unlikely. While tenacity and perseverance are important, it can be equally important to know when to change direction and use a different approach. Your time and effort are valuable, and efforts should be expended where they add the greatest value.

Attitudes & Outlook

Knowing when to take a creative approach is important to accomplishing goals. However, there are also times when using tried and true methods are best for getting things done. The balance is in understanding the situation at hand, quickly learning the relevant history of what has already been attempted, and capitalizing on the more effective strategy.

Workplace Stressors & Motivators

The following section relates common workplace situations to your behavioral preferences, to better understand how your potential may be best realized. Situations that may be comfortable or motivating for some people may be stressful or de-motivating for others. Below is a list of common workplace situations together with an indication of how each may impact you.

