

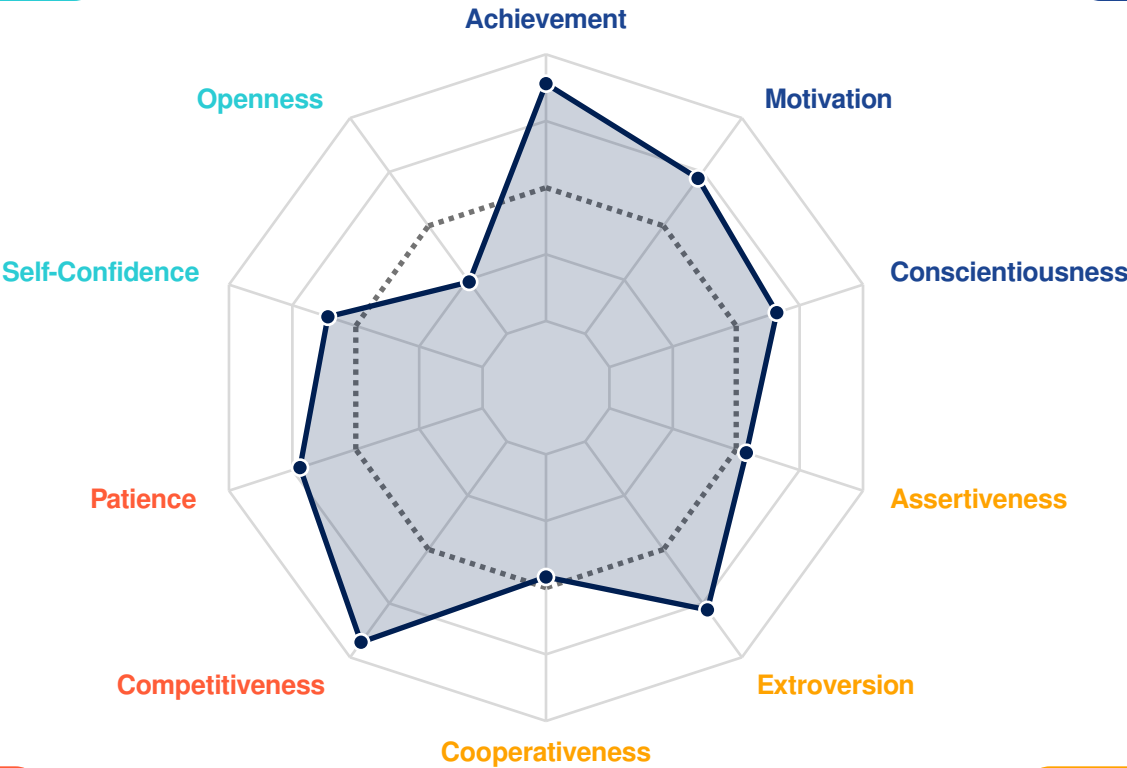
Welcome to your Workplace Insights report. You were asked to take assessments powered by Criteria Corp, and this report provides an overview of your personalized results. All of your responses were combined to create a unique profile for you. Within the report, it's important to know that there are no "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.

HELICIO's Report Summary

HELICIO General Population

Attitudes & Outlook

Work Habits



Temperament

Interaction Style

Notable Traits

You can be described as:

Goal-Oriented

Values achievement, sets goals, and prioritizes achieving them

Moderately Assertive

Generally comfortable either taking the lead or following others in work settings

Extroverted

Socially outgoing, gregarious, often initiates social interactions

Competitive

Innate drive to win, measures performance in comparison to others

Work, Communication & Interaction Style



Goal-Oriented.

You tend to be goal-oriented and intent on meeting or exceeding the expectations set for you. You have good follow-through on tasks when engaged with your work.



Extroverted.

You are more extroverted than most and can be characterized as sociable and outgoing in group settings. Extroverts tend to be energetic, enthusiastic, and active, and you may prefer roles and activities that involve frequent socialization. You should feel comfortable talking to a wide variety of people.



Moderately Assertive.

You are moderately assertive; you can be forceful on occasion but will also be comfortable taking the lead from others in many work situations. Your co-workers will probably notice that when moderately assertive individuals like you express yourselves directly, it most likely means you genuinely feel strongly about a subject.

Temperament, Attitudes & Outlook



Very Competitive.

Compared to most people, you have a very strong drive to win. You are likely to be highly motivated by competition and will strive to meet and exceed external targets. In work settings, highly competitive individuals often excel in fields such as sales but are sometimes less well suited to roles like customer service.

Strengths & Potential Challenges

Strengths

- You will generally have good follow-through and be attentive to goals.
- You are highly competitive by nature, with an innate desire to win, which will serve you well in roles where performance measurement is valued. You are comfortable taking risks when required.
- Neither consistently assertive nor overly deferential, you will be assertive in some situations and not in others.
- Sociable and energetic, you are comfortable initiating social interactions and likely enjoy working with others.
- You will likely be comfortable in roles where job duties don't vary greatly from one day to the next and where expectations are clearly laid out.
- You are likely to display an effective balance of patience and impatience in pursuing opportunities or navigating frustrations with work-related tasks or projects.

Potential Challenges

- Your highly competitive nature may, at times, be seen by others as unfriendly. You should find ways to ensure you are competing as a team towards shared goals, as opposed to competing against your team mates.
- You may not be most comfortable in roles that involve constant change or frequent experimentation.

Development Suggestions

Work Habits

Achievement-oriented by nature, you will benefit from being challenged to achieve even greater effectiveness in a role and to look for opportunities to further refine your strengths and apply them for greater impact.

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.

As an extrovert, you may benefit from the realization that the most effective way to complete a task is to work hard and avoid distractions. Interacting with others is important for building relationships at work and being part of a successful team. But some tasks need to be accomplished alone. Speaking up in meetings and sharing ideas is valuable, but other people need that chance to be heard and understood. Extroverts who find themselves doing most of the talking may need to make an effort to listen more instead.

Temperament

While there is a time and a place for healthy competition, there is also a risk that being highly competitive may have a negative impact on developing good relationships with others. It may be beneficial for you to consider using your energy and enthusiasm for success to help others in their attainment of goals. This may help you foster valuable working relationships. You may also benefit from understanding that it's OK to lose and to fail - doing so can encourage growth, build resilience, and help shape future goals.

Persisting is an important characteristic in the accomplishment of tasks and deliverables. However, there may be times when trying a different approach is more beneficial than just trying harder in the same direction. Knowing when to step back and assess the effectiveness of one's approach, and being open to persisting in a new direction, can meaningfully contribute to accomplishing your objectives.

Attitudes & Outlook

Your natural preference may be to walk the same familiar ground. But it may benefit you to remember to never stop learning and to engage in at least a few activities with the sole intent of learning something new.

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.

