



# PERSONALITY GUIDE

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Inioluwa Sogelola  
18th February 2020

## ABOUT THIS REPORT

Good&Co's Personality Guide measures an individual's personality, using a model of eight primary factors describing the individual's character and performance at work. Our framework is based on the widely accepted Five Factor Model (FFM) of personality; in addition, we measure three further facets of personality, including emotional intelligence and motivation. These additional factors, which are highly relevant to workplace psychology, are not currently addressed by the FFM.

We focus on six principle work styles, namely: interaction, thinking, organizational, leadership, motivation and adjustment. These work styles describe Inioluwa's approach to work and problem solving, interpersonal communication, stress-tolerance and drive. Also presented are areas of strength and points for improvement associated with Inioluwa's personality profile.

The report compares Inioluwa's score on each measured trait with the population average of 3+ million Good&Co users.

### Using this report can ultimately help you to:

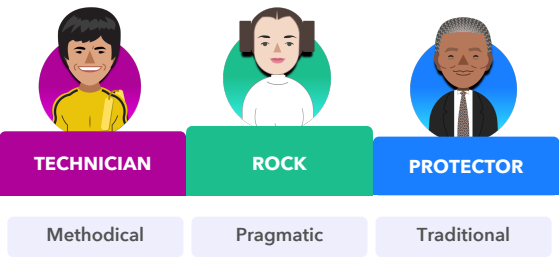
- 1 See how your personality compares to the general public;
- 2 Gain an in-depth understanding of your motivations;
- 3 Recognize your approach to getting things done;
- 4 Identify your leadership qualities.



\* Based on Good&Co App proprietary data.

# INIOLUWA SOGELOLA

## StrengthsCard



## Personas Explained

**Technicians** are practical, analytical and competent. They have a strong work ethic and work best independently.

**Rocks** are dutiful and loyal. They remain resilient under pressure and have a strong sense of responsibility.

**Protectors** are dutiful, organised, fair, and highly motivated to defend what they care about.

## Summary

The safest port in a storm, Inioluwa will never capsize in a crisis. Other people may not always agree, but Inioluwa knows himself/herself knows best. And, as a stickler for detail, he/she definitely noticed that subtly mixed metaphor.

## Assessment Progress

- 1 What are your unique strengths?
- 2 How do you come across to others?
- 3 What's your networking style?
- 4 How do you work most effectively?
- 5 What kind of coworker are you?

\* Based on Good&Co App proprietary data.

GLOSSARY

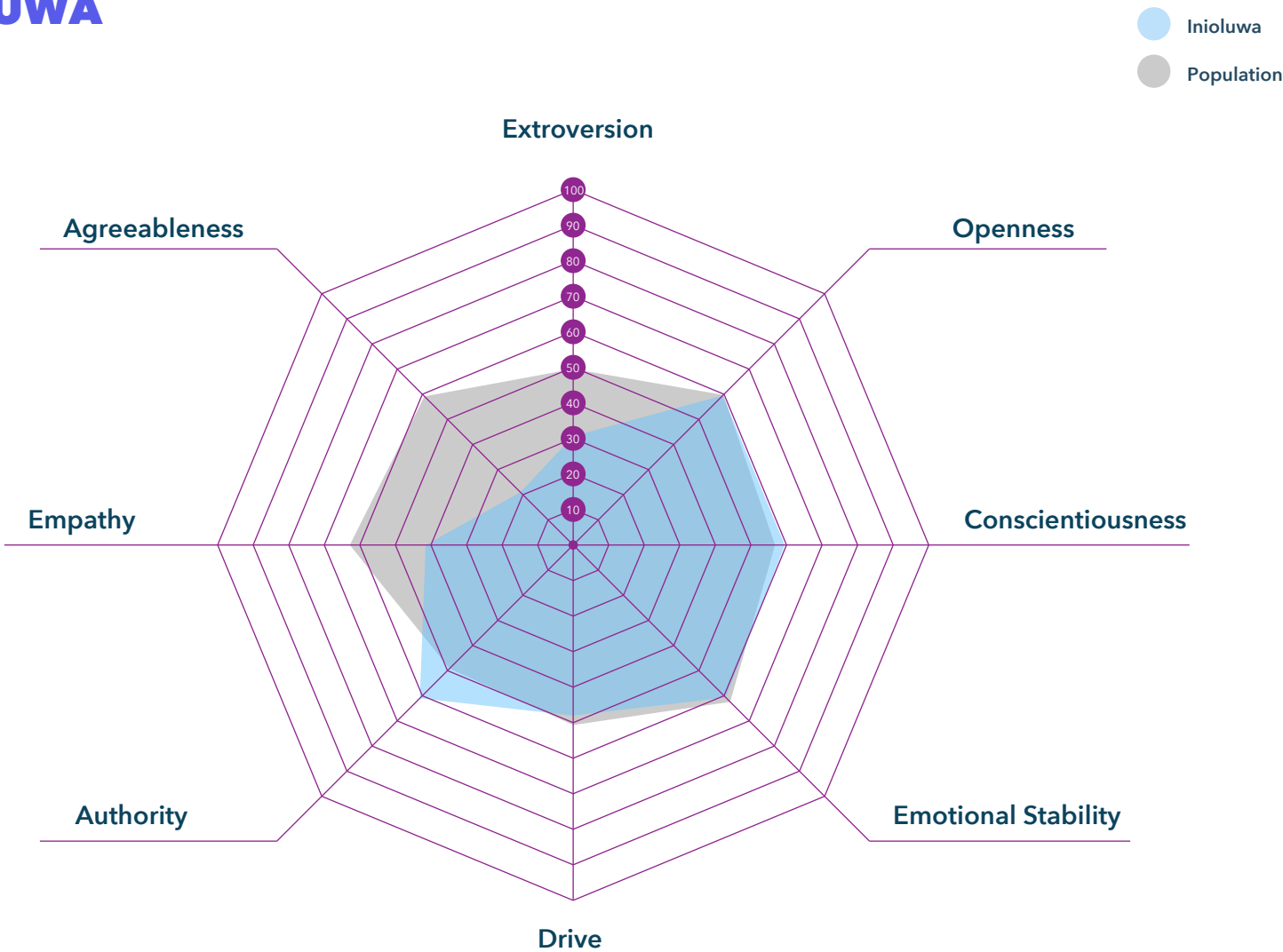
Below we provide definitions to the measurements used by Good&Co and presented in this report.

When interpreting the results of this report, it is important to remember that whilst we represent traits scores numerically, higher scores are not necessarily better. An individual with lower scores on a trait will have different strengths and weaknesses to someone with high scores on that same trait. The combination of scores on each of the traits reflect individual’s unique personality profile.

Factor	Low scores reflect:	High scores reflect:
Openness to Experience	Concreteness; practicality; narrow range of interests.	Appreciation of aesthetics; novelty-seeking; inquisitiveness.
Conscientiousness	Easy-going attitude; impulsivity; spontaneity.	Methodical approach; dependability; industriousness.
Extroversion	Introversion; quiet disposition; preference towards lone pursuits.	Sociability; attention-seeking; high energy.
Agreeableness	Unconventionality; independence; questioning of rules.	Conflict aversion; sincerity; compliance.
Emotional Stability	Sensitivity; self-consciousness; volatility.	Calmness; self-confidence; positivity.
Authority	Flexibility; modesty; avoiding leadership roles	Assertiveness; need for control; aversion to ambiguity.
Drive	Collaboration; aversion to competition; complacency	Competitiveness; persistence; forcefulness
Empathy	Directness; objectivity; hard-headedness	Sympathy; insightfulness; persuasiveness

\* Based on Good&Co App proprietary data.

ABOUT INIOLUWA



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## GENERAL CHARACTERISTICS



### What Good&Co science says about Inioluwa

#### Based on Inioluwa's responses he/she generally seems to be:

Firm, reserved, and stoic. He/She is likely to stand by his/her opinions once declared, but may need encouragement to communicate with others.

Prudent, thorough and organized. He/She may lose momentum when tasks become challenging or mundane.

Innovative and imaginative. He/She will thrive in a work environment that allows him/her to make use of his/her creativity, being more interested in this than intellectual pursuits.

Independent and unconventional. He/She can come across as rebellious, but his/her willingness to question the status quo has the capacity to generate change.

Calm, confident, and steady. He/She is self-assured and deals well with criticism, but is prone to worry and negative thoughts.

Determined and self-assured. He/She thrives on challenge for challenge's sake, rather than for the pursuit of status.

Compassionate but frank and direct. Though caring about his/her colleagues' feelings, his/her straightforward manner can be interpreted as confrontational.

\* Based on Good&Co App proprietary data.

WORK STYLE

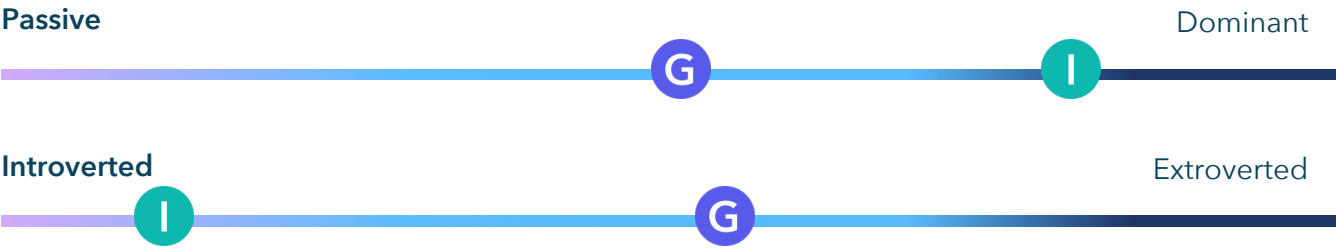
Inioluwa's work styles are presented below using graphs comparing his/her scores on each trait with the average scores of the general population.



Interaction Style - Sociability and Assertiveness

Scales represent how the individual approaches social interaction.

Inioluwa is a confident and assertive communicator. Despite being reserved and quiet, he/she is likely to communicate straightforwardly and enjoys taking charge in social situations.



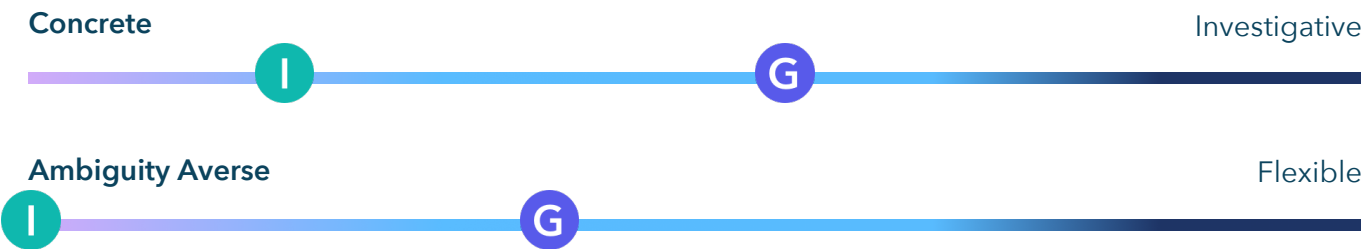
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WORK STYLE

Thinking Style - Innovation and Flexibility

Scales measure individual’s approach to problem solving and ambiguity.

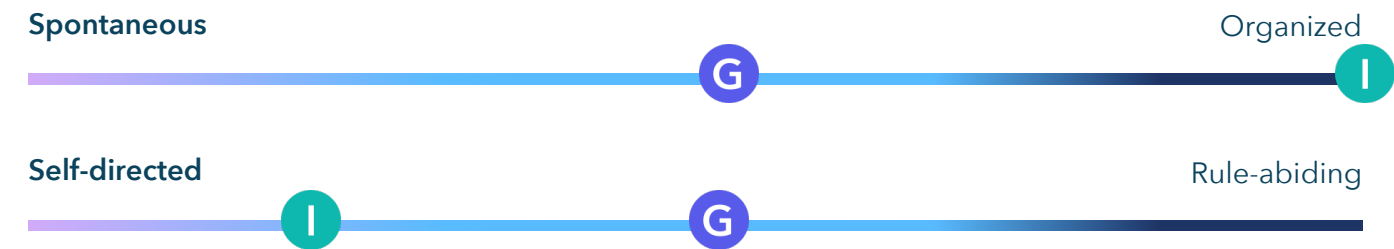
Inioluwa has a concrete and pragmatic thinking style. He/She tends to prefer tried and tested methods, and may have difficulty dealing with uncertainty.



Organizational Style - Thoroughness and Compliance

Scales measure individual’s work ethic and approach to getting things done.

Inioluwa is highly efficient and autonomous. Combining a highly detailed approach to planning and completing tasks with a strong sense of self, he/she is likely to be resistant to imposed rules; thriving when allowed to set his/her own agenda.



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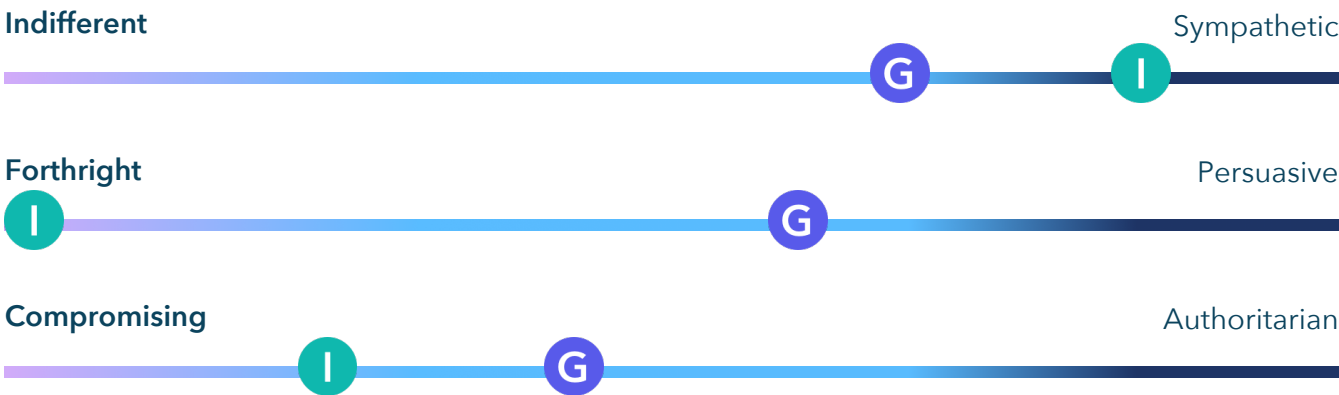


WORK STYLE

Leadership Style - Emotional Intelligence and Leadership

Scales reflect the kind of leader the individual is likely to be by looking at one’s understanding of others and predisposition to seek leadership roles.

Inioluwa is not drawn towards a leadership role. Although he/she will struggle with communication, he/she will be appreciated for his/her highly compassionate nature and strong egalitarian stance.



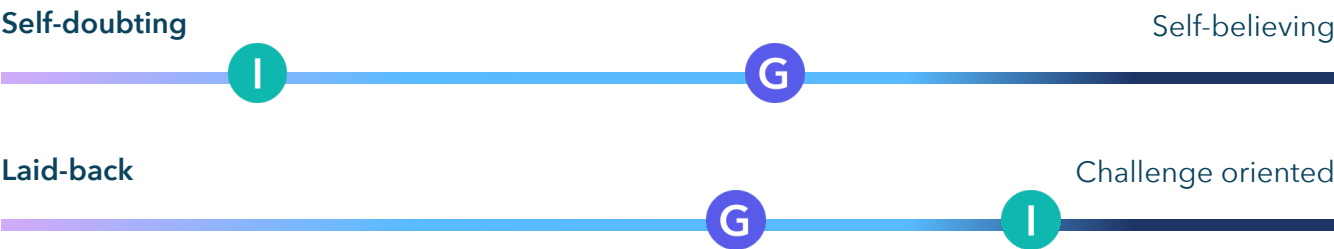
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# WORK STYLE

## Motivational Style - Efficacy and Seeking challenges

Scales measure individual's initiative, drive and self-belief in own abilities.

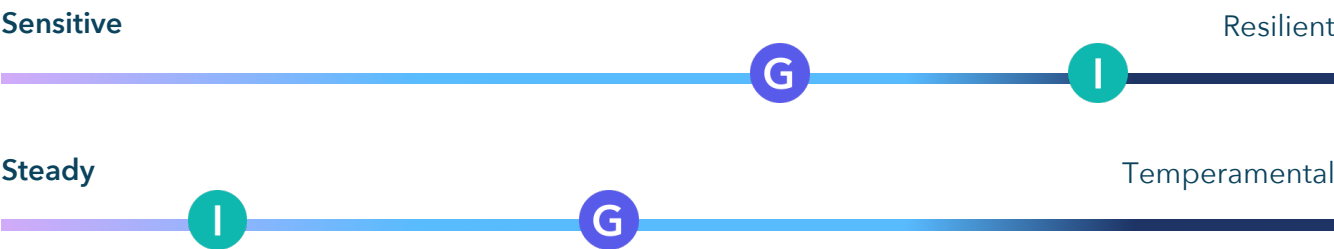
Inioluwa is very driven by challenges, however he/she tends to lack confidence in his/her abilities. He/She would likely suit a challenging, but steady, work environment.



## Adjustment - Resiliency and Emotional Stability

Scales represent individual's approach towards handling emotions and dealing with stressful situations.

Inioluwa handles even stressful situations with a cool head, without reacting emotionally. He/She is able to learn from setbacks and criticisms, bouncing back with ease.



## About Us

Good&Co is a self-discovery platform that helps job seekers, students and employees identify strengths and weaknesses, find workplace cultures that are compatible with their personalities, and develop better relationships with their peers.

Good&Co's PPA (Proprietary Psychometric Algorithm) taps into over 30 years of psychometrics and psychological analysis, helping people identify their personal strengths for better fit with current and potential teams and employers.

