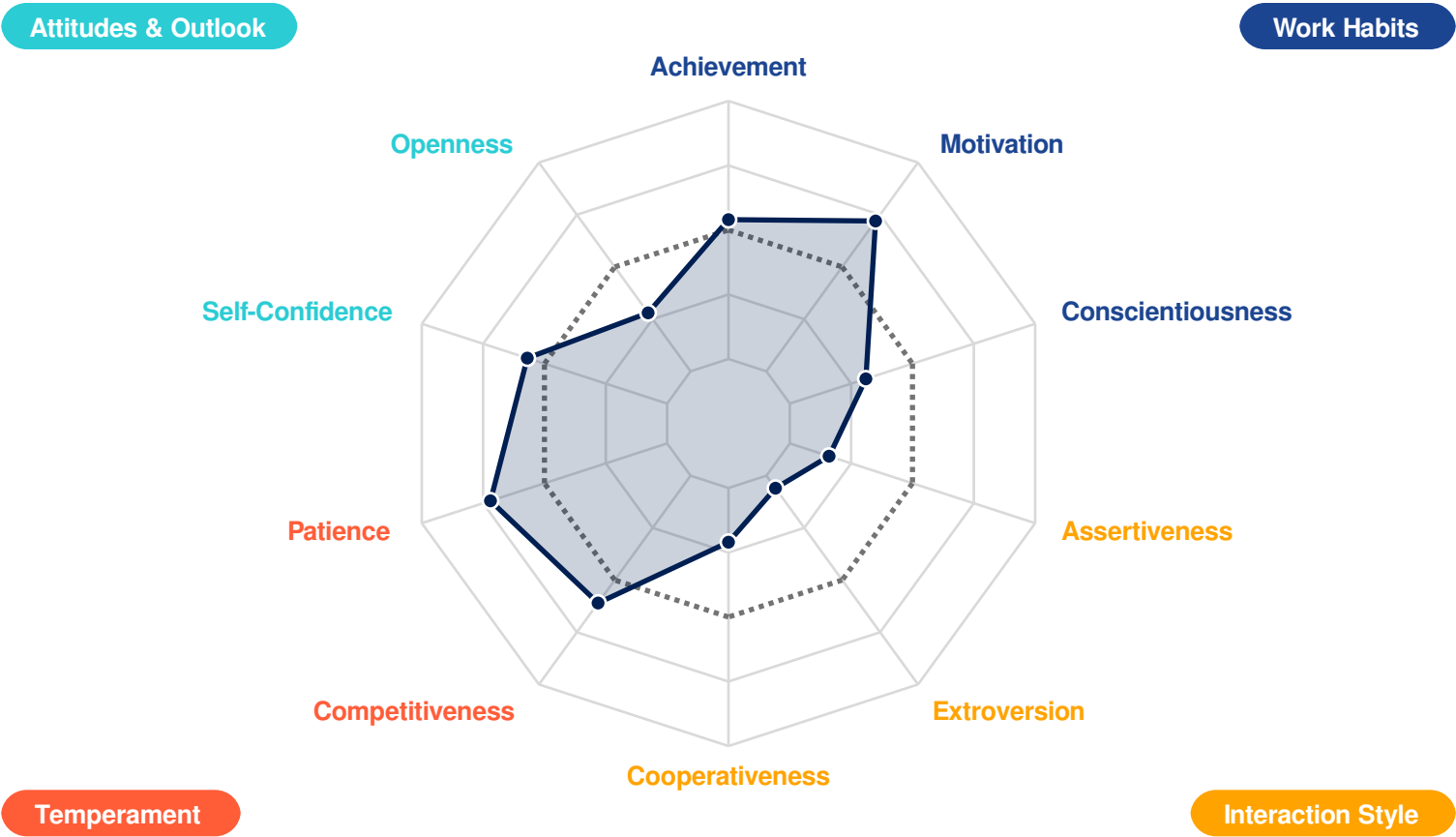


Welcome to your Workplace Insights report. You were asked to take assessments powered by Criteria Corp, and this report provides an overview of your personalized results. All of your responses were combined to create a unique profile for you. Within the report, it's important to know that there are no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

KIPTOO's Report Summary

KIPTOO

General Population



Notable Traits

You can be described as:

- Accommodating

Accommodating and often deferential to others in group settings
- Introverted

Reserved and low-key; best in roles that don't involve constant social interaction
- Moderate Openness to Experience

Often conventional but open to variety and exploration
- Moderately Patient

Generally copes effectively with frustrations when completing tasks

## Work, Communication & Interaction Style



### Congenial.

You generally have a congenial persona when dealing with others in work settings. You are likely to defer to others and favor social harmony over confrontation or direct expressions that may create friction. When you do express yourself forcefully it likely means you feel strongly about something, and co-workers will generally recognize this.



### Very Introverted.

Much more introverted than most, you may appear reserved, taking pleasure in solitary activities. You may often take satisfaction from quiet activities like reading, writing, and working on a computer, as opposed to activities that require more social interaction.

## 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.

## Strengths & Potential Challenges

### Strengths

- Typically agreeable and cooperative, you have a congenial work persona that generally makes for harmonious relations with co-workers and team members.
- Your lower need for social interaction may make you well suited for independent and even solitary roles.
- 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

- You are inclined to defer and are not prone to confrontation, and so may have difficulty being direct and standing firm in your opinions when the situation requires it.

## Development Suggestions

### Interaction Style

You are congenial by nature and have a tendency to defer to others at times. Listening to others' opinions is important, but there are times where you will need to assert yourself, even if it doesn't come naturally, in order to achieve the best outcomes.

As a fairly reserved person, you are likely to find situations that require you to interact with others effortful. You may manage these situations better when you have a clear role to fill in those situations, or when you can prepare for them beforehand.

### Temperament

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

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.

