

# Confidential Feedback Report

**Mary Lark**



**Prepared on May 12, 2021 for Mary Lark at Infor Talent Acquisition**

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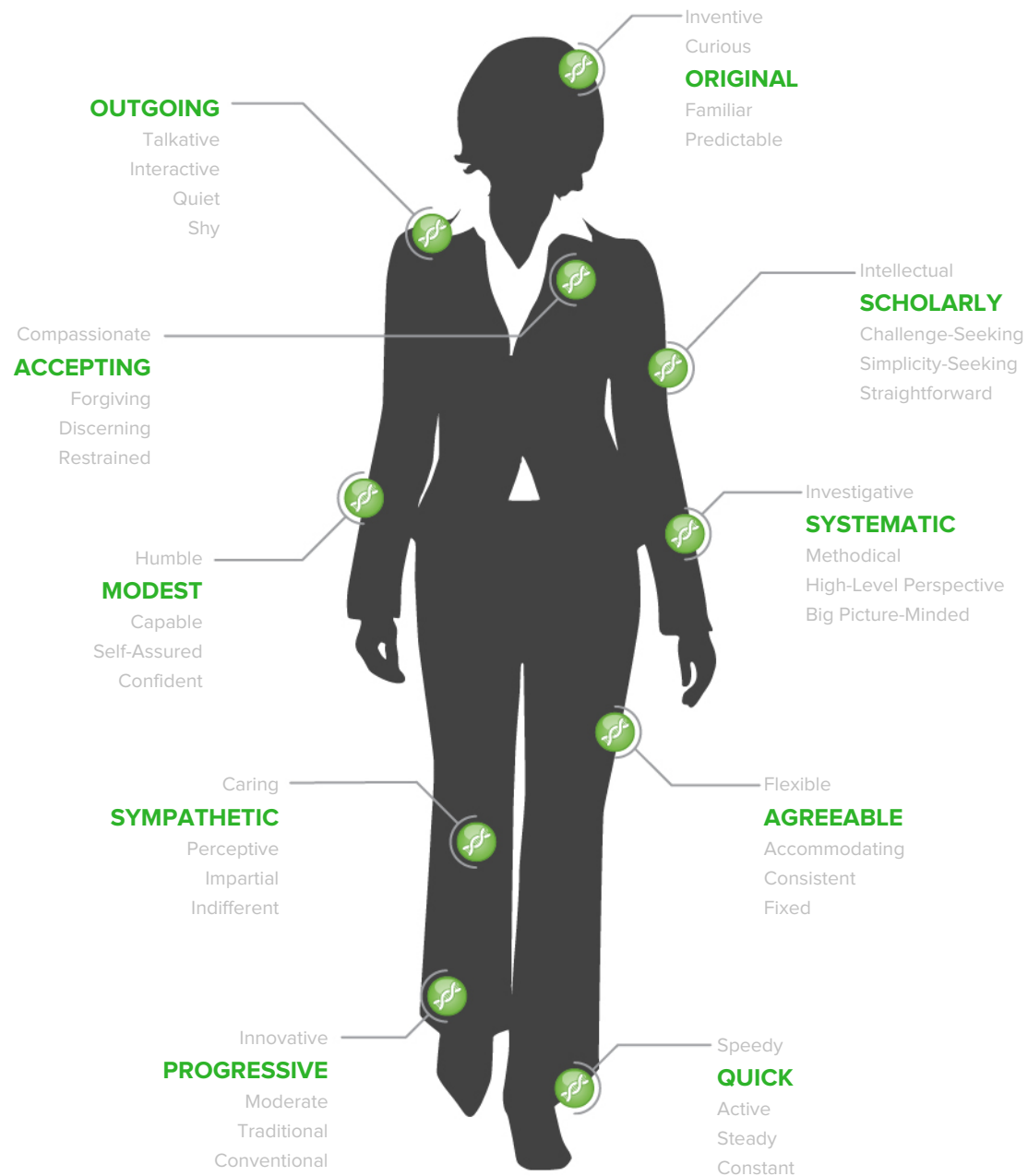
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# It's All About You, Mary.

TEN CHARACTERISTICS THAT BEST DESCRIBE YOUR PERSONAL STRENGTHS.



The Infor Talent Science behavioral assessment measures dozens of behavioral attributes that we refer to as your Behavioral DNA™. The highlighted words above describe some of your behavioral preferences as compared to others, and represent only a portion of your Behavioral DNA. Read on for more information about how your behavioral preferences may impact your day-to-day activities at work.

## Working with Others

Working With Others is a component of Behavioral DNA™ that describes how you tend to interact with and relate to others. For example, some people prefer to work alone and with little supervision but others prefer to work as part of team and enjoy socializing.

- **OUTGOING.** When interacting with coworkers, people similar to you effectively develop relationships with others and are extremely energized in social situations.
- **ACCEPTING.** Individuals like you typically show a "compassionate heart" and enjoy delivering positive feedback.
- When working with groups you possess excellent people skills and are generally receptive of others.

## Leadership Approach

Leadership Approach is a component of Behavioral DNA™ that explains your approach to leading others and handling responsibility. For example, some people tend to focus on their current job and responsibilities but other people focus more on being promoted or gaining greater responsibility.

- **MODEST.** People who share your behavioral preferences possess a modest demeanor and tend to be sincere.
- **SYMPATHETIC.** Individuals similar to you are able to look "beyond the surface" and read others' motivations and maintain an awareness of others' motivations.
- When leading others you recognize your shortcomings and tend to express concern for others.

## Needs and Motivations

Needs and Motivations is a component of Behavioral DNA™ that explores the motives that influence your work preferences and goals. For example, some people have a strong underlying need to create or innovate through work whereas others are more strongly motivated by a need for recognition or praise.

- **PROGRESSIVE.** Individuals similar to you support innovation as part of the work process and are open to new avenues of thought and action.
- **ORIGINAL.** People like you have an average interest in creative projects and balance task work with exploring ideas.
- At work you tend to support inventive solutions and are able to provide original insights on familiar subjects.

## Problem Solving

Problem Solving is a component of Behavioral DNA™ that describes your approach to processing information to make decisions and solve problems. For example, some people tend to rely on their instincts to make decisions whereas other people tend to rely on data to make decisions.

- **SCHOLARLY.** When solving problems, people like you enjoy solving complex problems and prefer projects requiring a lot of thought.
- **SYSTEMATIC.** People who share your behavioral preferences are comfortable conducting an in-depth evaluation of issues and are able to solve a problem by breaking it down into its component parts.
- When making a decision you are motivated by intellectually challenging work and tend to approach issues in a step-by-step manner.

## Work Style

Work Style is an aspect of Behavioral DNA that explores your approach to job duties and responsibilities.

- **AGREEABLE.** When assigned work tasks, individuals similar to you are able to adapt their work style to a variety of situations and easily adjust to changes in the standard protocol.
- **QUICK.** People like you exhibit an action-oriented approach to work and perform duties with a sense of urgency.
- In new situations you are comfortable in ambiguous situations and are able to handle multiple tasks simultaneously.

## Final Word

It is important to remember that human behavior is complex. The characteristics presented in this report reflect only a portion of your behavioral preferences. Understanding these preferences and leveraging your personal strengths will help you to be successful in your day-to-day work activities.