



Nathalie Marquesin
Risbakk
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PERSONALITY GUIDE

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 Nathalie'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 Nathalie's personality profile.

The report compares Nathalie'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.

GLOSSARY

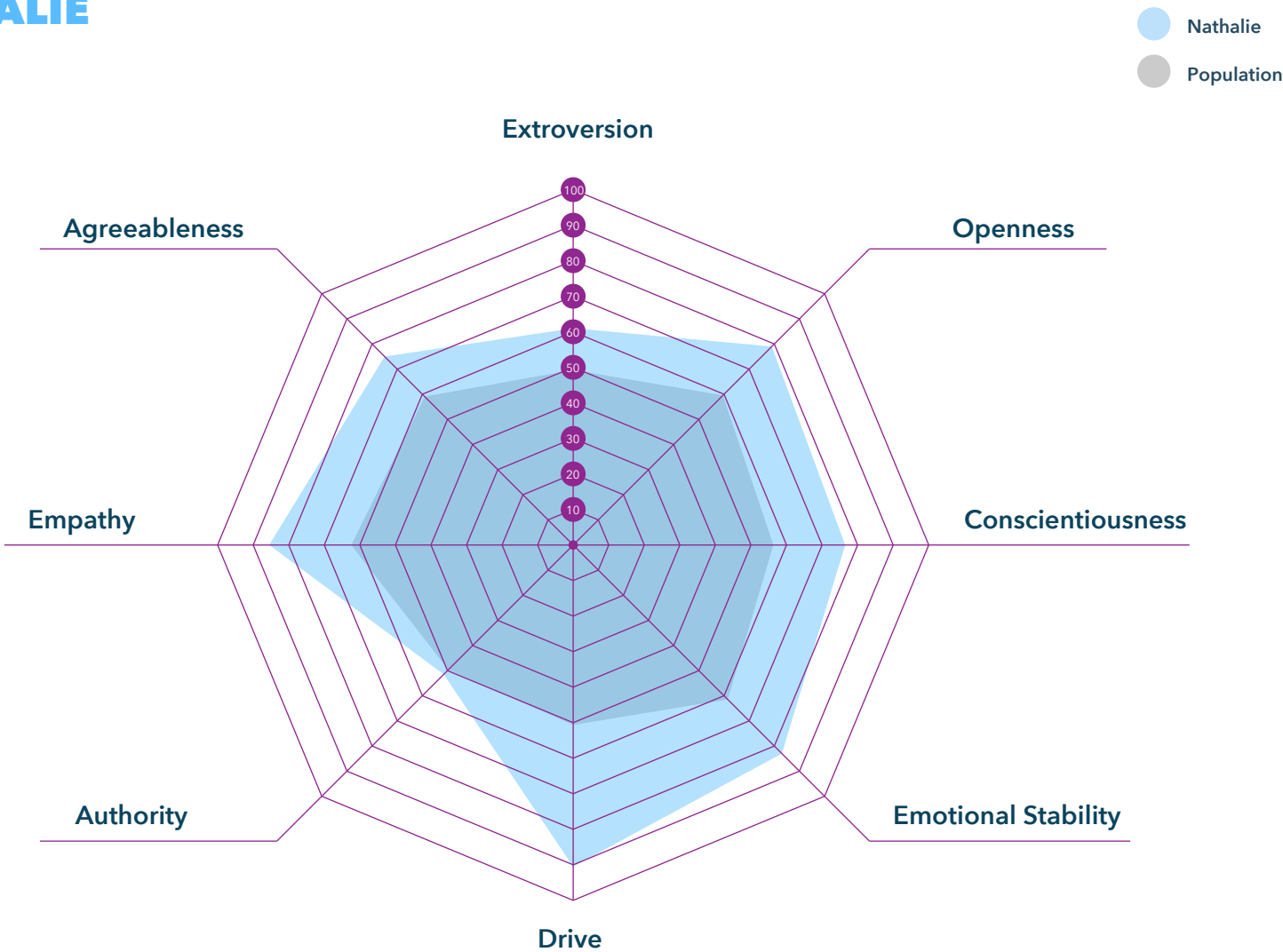
Below we provide definitions to the measurements used by Good&Co and presented in this report.

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 NATHALIE



Nathalie possesses attention to detail, focus, and a liking for complex concepts. He/She is a philosophical thinker with a strong moral center - seeing people treated with fairness and respect is a key goal for him/her.

* Based on Good&Co App proprietary data.

GENERAL CHARACTERISTICS



What Good&Co science says about Nathalie

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

Energetic, assertive and reserved. He/She is a confident and expressive communicator, who might at times come across as abrasive.

Thorough, dutiful and diligent. He/she is highly organized and detail-oriented, potentially to an extent that may be considered inflexible by colleagues.

Intellectually curious and creative. He/She is very open-minded and enjoys new experiences, sometimes at the cost of practicality.

Respectful and considerate. He/she will be courteous and polite, preferring to follow social norms and direction from others.

Calm and level-headed. He/She tends to remain unfazed by pressure, sometimes to the extent that he/she may seem insensitive to others.

Determined, competitive, and goal-oriented. Driven to succeed he/she can become frustrated in the absence of opportunities for getting ahead.

Modest and uncomfortable with uncertainty. While he/she needs to feel in control, he/she will not naturally gravitate towards taking charge in group situations.

Understanding and compassionate. Great at building and maintaining relationships, he/she is naturally sympathetic, which may sometime come at the expense of objectivity.

* Based on Good&Co App proprietary data.

WORK STYLE

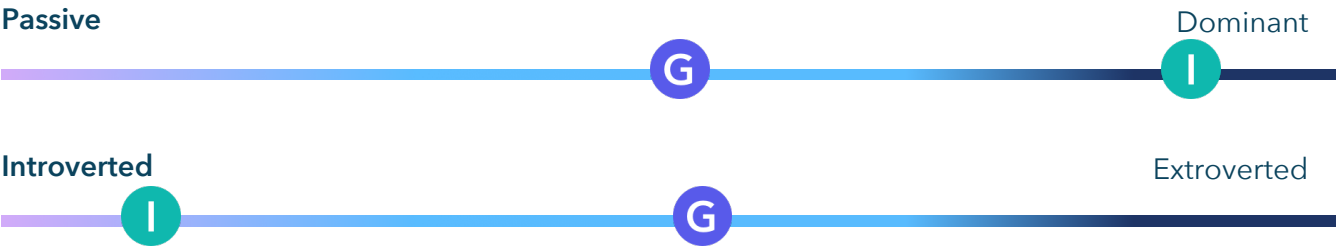
Nathalie's work styles are presented below using graphs comparing his/her scores on each trait with the average scores of the general population.



Interaction Style - Sociability and Assertiveness

Scales represent how the individual approaches social interaction.

Nathalie is confident around others, and is an effective communicator when necessary. However, he/she is quite shy and may come across as reserved or unapproachable.



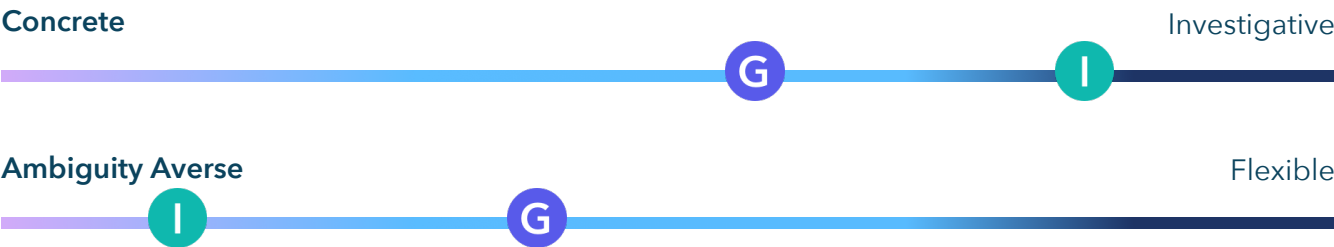
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WORK STYLE

Thinking Style - Innovation and Flexibility

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

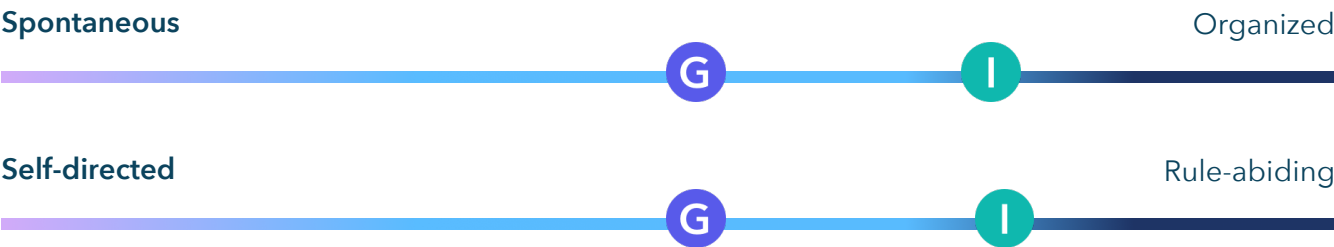
Nathalie is very curious, but may struggle with uncertainty. He/She may prefer a stable, routine-oriented working environment to exercise his/her inquiring mind.



Organizational Style - Thoroughness and Compliance

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

Nathalie is highly organized and highly compliant. While his/her high dutifulness may come at the cost of reduced initiative, he/she can be trusted to plan and follow through on projects with great attention to detail.



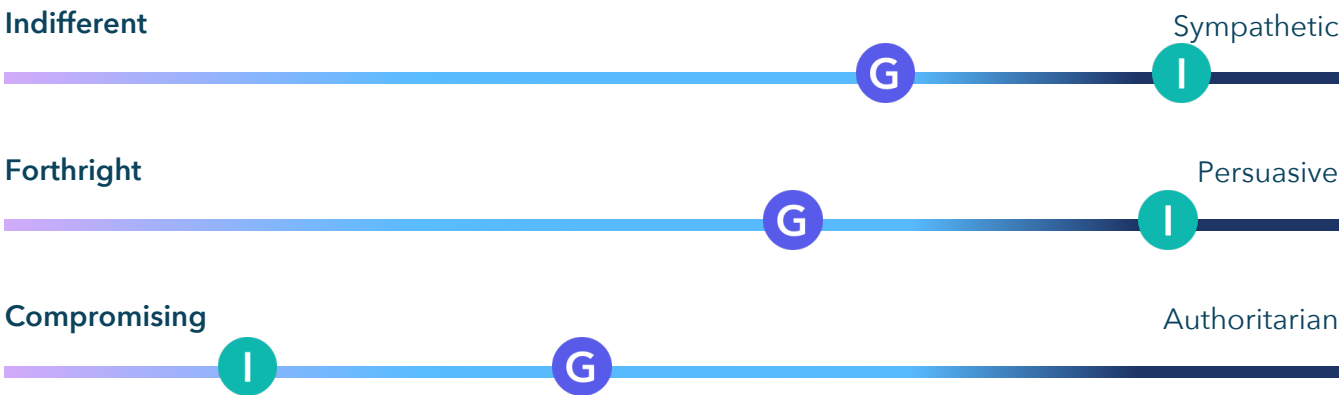
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WORK STYLE

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.

Nathalie is likely to steer clear of leadership roles. He/She is, however, a highly adept communicator and with his/her genuine concern for others and strong sense of fairness, he/she will be well-regarded as a leader.



* Based on Good&Co App proprietary data.

WORK STYLE

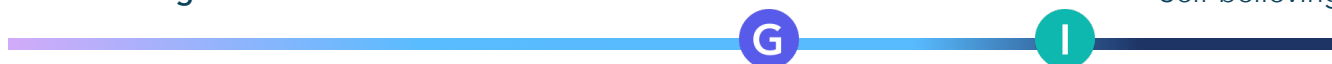
Motivational Style - Efficacy and Seeking challenges

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

Nathalie is highly motivated to succeed and has a strong belief in his/her own abilities. He/she will enjoy taking on complex challenges and has faith in his/her ability to tackle these.

Self-doubting

Self-believing



Laid-back

Challenge oriented



Adjustment - Resiliency and Emotional Stability

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

Nathalie is a highly stable individual, likely to cope well with difficult situations and take any setbacks in his/her stride. Capable of effectively managing his/her emotions, he/she is likely to remain calm under pressure.

Sensitive

Resilient



Steady

Temperamental



* Based on Good&Co App proprietary data.

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.

