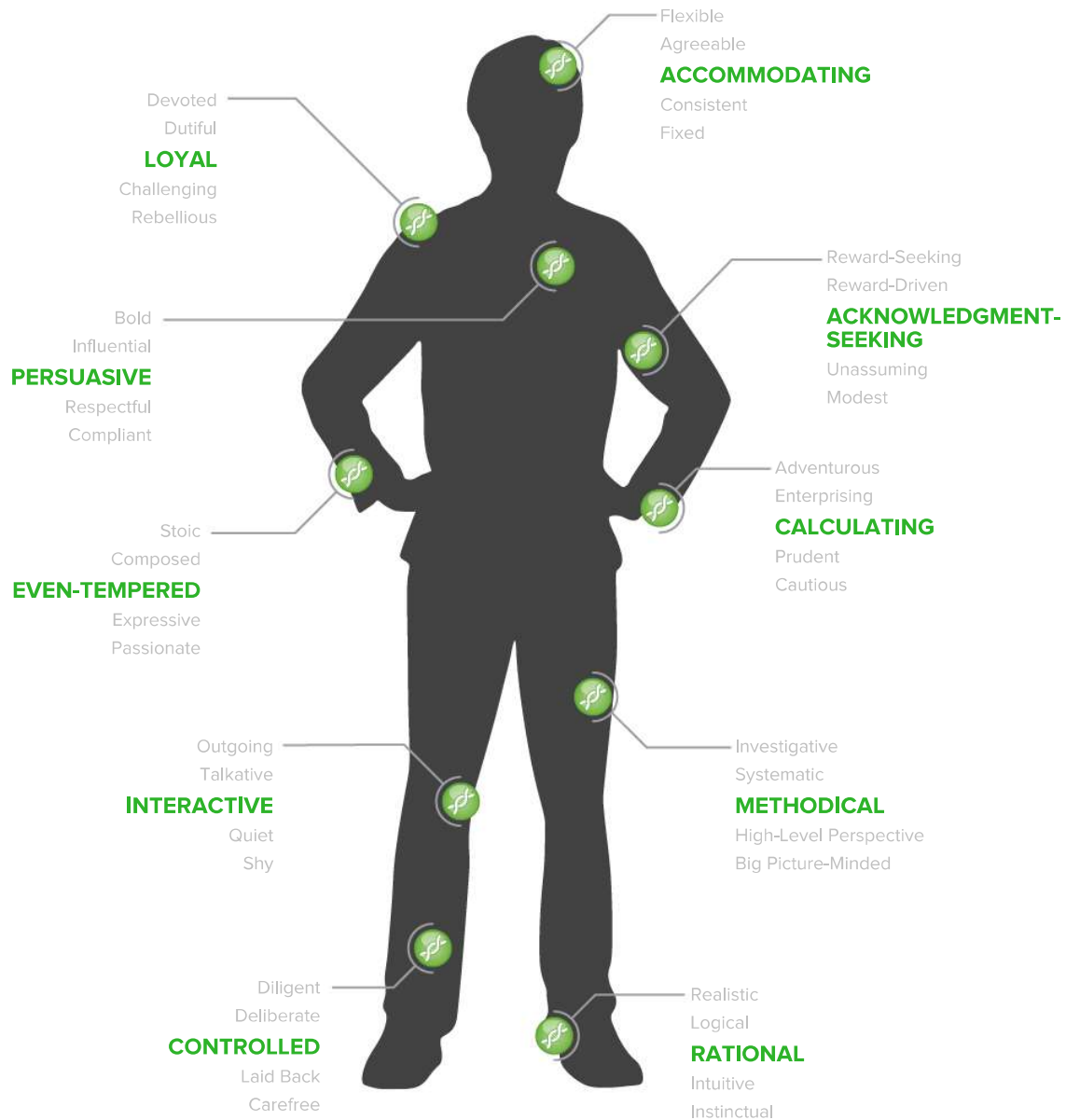


# It's All About You, Roel.

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.

## 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.

- **LOYAL.** People who share your behavioral preferences deviate from the existing protocol when necessary and are able to challenge authority at times.
- **PERSUASIVE.** Individuals similar to you select the appropriate time to interject and assert their influence when necessary.
- When leading others you consider other options when orders are ineffective and are comfortable maintaining your position in certain situations.

## 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.

- **EVEN-TEMPERED.** When interacting with coworkers, people similar to you express feelings in certain situations and maintain a normal emotional distance from others.
- **INTERACTIVE.** Individuals like you become more sociable as their comfort level increases and prefer to interact with others on a regular basis.
- When working with groups you exhibit a moderate amount of emotion and are able to adopt a more reserved approach when necessary.

## Work Style

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

- **CONTROLLED.** When assigned work tasks, individuals similar to you exhibit a controlled yet adaptable nature and act on impulse when necessary.
- **ACCOMMODATING.** People like you are able to "meet in the middle" when necessary and are comfortable with a moderate amount of ambiguity.
- In new situations you are able to relax personal boundaries at times and adjust your approach when forced to take an unfamiliar path.

## 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.

- **ACKNOWLEDGMENT-SEEKING.** Individuals similar to you appreciate praise for notable accomplishments and enjoy a moderate amount of recognition.
- **CALCULATING.** People like you are open to taking an occasional risk and are willing to step outside their "comfort zone".
- At work you are motivated by both internal and external factors and take controlled risks that are relatively safe.

## 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.

- **METHODICAL.** When solving problems, people like you balance an overall view with analyses when resolving issues and adjust your level of investigation depending on the situation.
- **RATIONAL.** People who share your behavioral preferences consider instincts and facts when making decisions and use judgment to fill in missing information.
- When making a decision you are able to adopt a more or less systematic approach when necessary and value both intuition and concrete data.

## 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.