

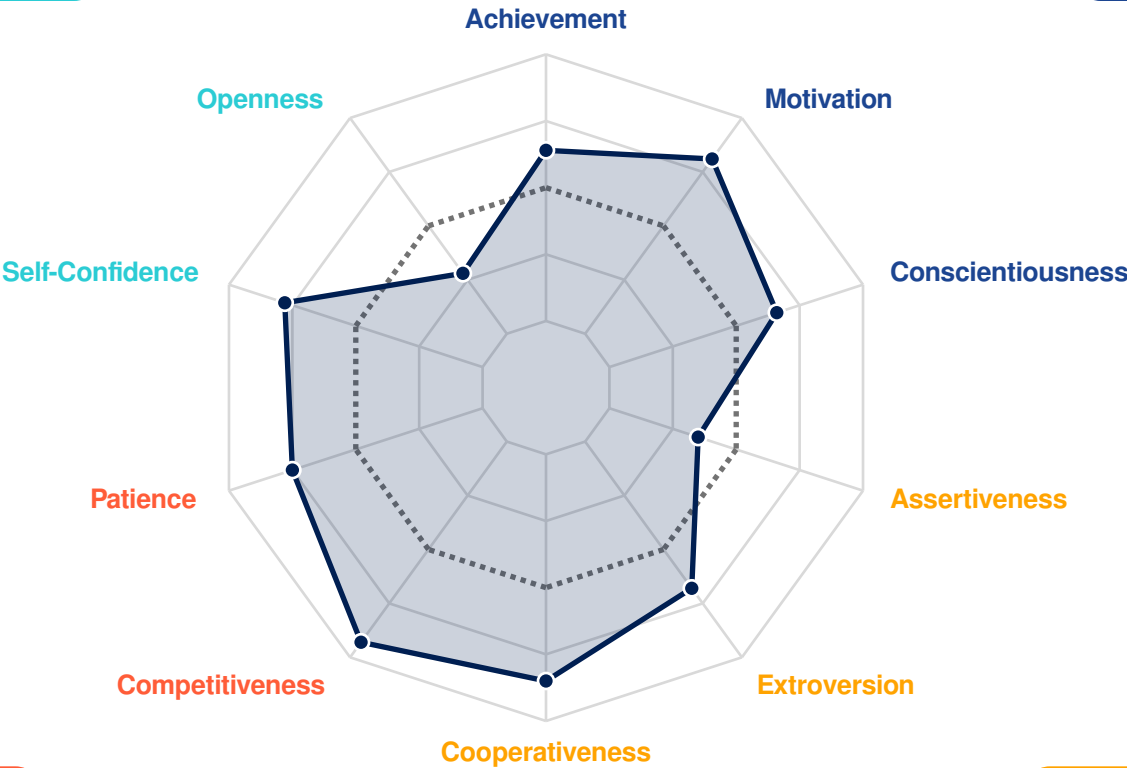
Welcome to your Workplace Insights report. You were asked to take assessments powered by Criteria Corp, and this report provides an overview of your personalized results. All of your responses were combined to create a unique profile for you. Within the report, it's important to know that there are no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

Samran's Report Summary

Samran General Population

Attitudes & Outlook

Work Habits



Temperament

Interaction Style

Notable Traits

You can be described as:

Motivated

Likely seen by others as committed and driven

Cooperative

Values social harmony, inclined to seek common ground

Competitive

Innate drive to win, measures performance in comparison to others

Self-Confident

Self-assured and secure

Work, Communication & Interaction Style



Motivated.

Possessing an inner drive, you are likely committed to achieving certain goals that are of personal importance. Team members will generally perceive you as being motivated and driven to succeed, provided that the goals are clear.



Cooperative.

You have an agreeable and cooperative personality, indicative of a willingness to work closely with others in work situations. Preferring an accommodative style to a more forceful one, you will instinctively incline towards preserving harmonious relations with co-workers over a more confrontational style. Colleagues and teammates would likely describe you as friendly and considerate. Cooperativeness is a trait well suited to service-oriented roles.

Temperament, Attitudes & Outlook



Very Competitive.

Compared to most people, you have a very strong drive to win. You are likely to be highly motivated by competition and will strive to meet and exceed external targets. In work settings, highly competitive individuals often excel in fields such as sales but are sometimes less well suited to roles like customer service.



Self-Confident.

You are generally self-assured and confident. You likely have faith in your abilities and are not overly prone to self-doubt.

Strengths & Potential Challenges

Strengths

- You are likely a "self-starter" who will not be difficult to motivate, provided the job expectations are clear.
- You are highly competitive by nature, with an innate desire to win, which will serve you well in roles where performance measurement is valued. You are comfortable taking risks when required.
- Neither consistently assertive nor overly deferential, you will be assertive in some situations and not in others.
- You tend to be manageable and coachable, with a profile suitable for service-oriented roles. You will be agreeable and accommodating in most situations.
- Ambiverts like you tend to be flexible enough to have potential suitability for a variety of roles, including those that emphasize social interactions and those that do not.
- You are well positioned to cope with frustrations when faced with setbacks or challenges in task completion.
- A high level of self-confidence suggests you will generally be free from self-doubt.

Potential Challenges

- Your highly competitive nature may, at times, be seen by others as unfriendly. You should find ways to ensure you are competing as a team towards shared goals, as opposed to competing against your team mates.
- Cooperative individuals like you can be a bit too accommodating at times. This can create challenges, especially if you are in a leadership role where you need to make tough decisions.
- Too much patience can be a liability in certain fields where urgency is required.

Development Suggestions

Work Habits

Your motivation and drive are best harnessed by prioritizing activities in a way that optimizes your ability to achieve results. You should look for places where you can add the greatest value and use your natural drive to deliver in areas of impact.

Interaction Style

Some interactions call for a more direct approach, whereas others may require a gentler touch. When engaging with others, you should make sure to consider the situation, the people involved, and the context to help you determine the level of directness that is warranted.

Usually not prone to "rock the boat", you will need to learn to be willing to go it alone sometimes. Teamwork and collaboration are important, but if deference to others is reducing efficiency, the best way forward may necessitate making unpopular decisions. The most effective people tend to find a balance between independence and collaboration.

Effective performance is often a combination of getting things done and interacting well with others. There are times when remaining focused on getting work done is the best approach and times when spending more time engaging with others is beneficial. It may benefit you to take a moment to consider the right balance for a particular job and where you may need to rebalance.

Temperament

While there is a time and a place for healthy competition, there is also a risk that being highly competitive may have a negative impact on developing good relationships with others. It may be beneficial for you to consider using your energy and enthusiasm for success to help others in their attainment of goals. This may help you foster valuable working relationships. You may also benefit from understanding that it's OK to lose and to fail - doing so can encourage growth, build resilience, and help shape future goals.

While patience can be a virtue, so is knowing when to change course. Sometimes we all stick with an activity or a solution that no longer adds value or where success is unlikely. While tenacity and perseverance are important, it can be equally important to know when to change direction and use a different approach. Your time and effort are valuable, and efforts should be expended where they add the greatest value.

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.

When approaching a new task you may feel more confidence than is warranted. It's important to ensure that your confidence and self-assurance do not inhibit your willingness to prepare in advance. Often, success is the result of planning and effort.

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.

