

Confidential Feedback Report

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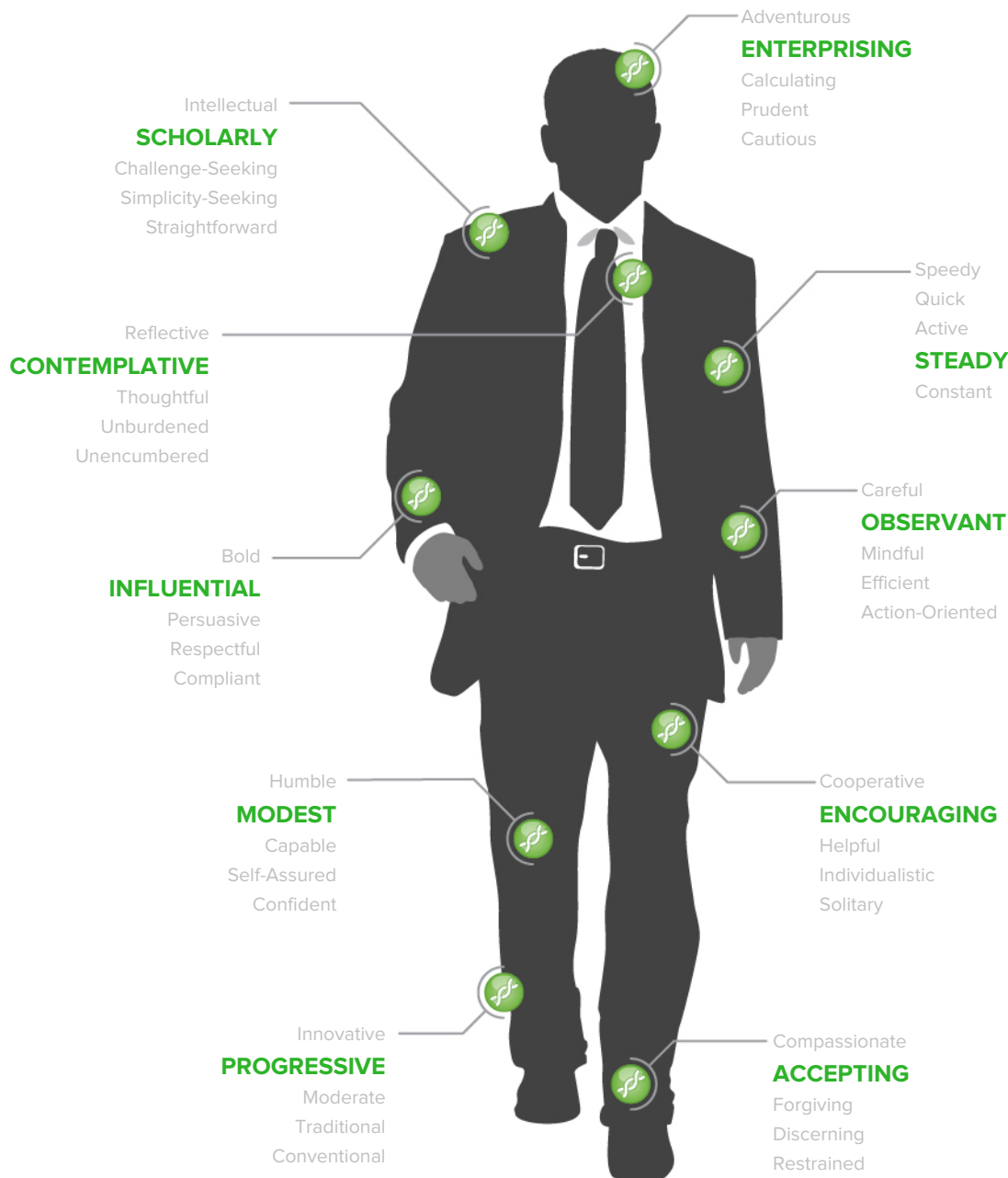
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It's All About You, Eugene.

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.

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.
- **CONTEMPLATIVE.** People who share your behavioral preferences frequently reflect on past experiences and develop a full understanding of issues before moving forward.
- When making a decision you are motivated by intellectually challenging work and evaluate the consequences of your actions.

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.

- **INFLUENTIAL.** People who share your behavioral preferences interject their opinion in most situations and are comfortable influencing others.
- **MODEST.** Individuals similar to you possess a modest demeanor and tend to be sincere.
- When leading others you willingly defend your position on issues and recognize your shortcomings.

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.
- **ENTERPRISING.** People like you are often comfortable in high-risk situations and enjoy stepping outside their "comfort zone".
- At work you tend to support inventive solutions and are often motivated by unknown risks and challenges.

Work Style

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

- **STEADY.** When assigned work tasks, individuals similar to you operate in a steady-paced manner and prefer to work in a slower-paced environment.
- **OBSERVANT.** People like you take care to avoid errors and take a more careful, deliberate approach in most steps of task completion.
- In new situations you enjoy attending to a few primary tasks and will take the time to evaluate obstacles that arise.

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.

- **ENCOURAGING.** When interacting with coworkers, people similar to you enjoy seeing others succeed and regularly encourage and show concern for others.
- **ACCEPTING.** Individuals like you typically show a "compassionate heart" and enjoy delivering positive feedback.
- When working with groups you exhibit an agreeable attitude and are generally receptive of others.

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.