

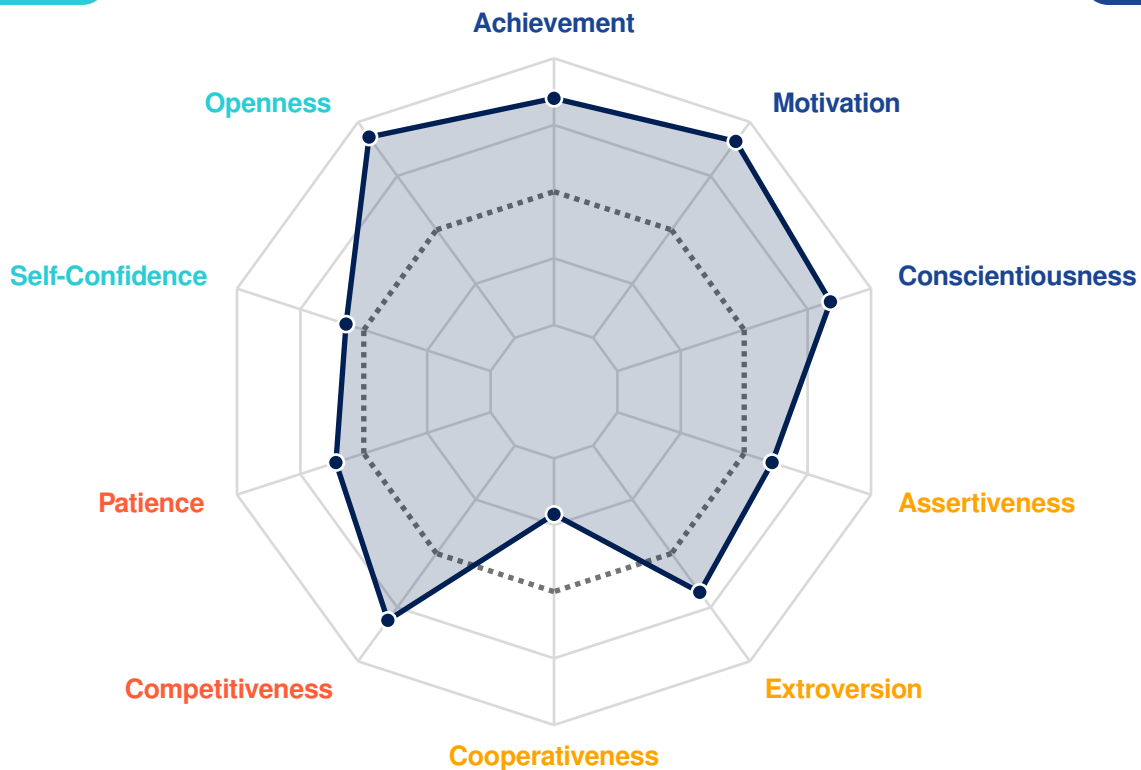
Welcome to your Workplace Insights report. You were asked by an employer to take an assessment powered by Criteria Corp, and this report provides an overview of your personalized results. All of your responses were combined to create a unique profile for you. Within the report, it's important to know 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.

Zachary's Report Summary

Zachary (solid line) General Population (dotted line)

Attitudes & Outlook

Work Habits



Temperament

Interaction Style

Notable Traits

You can be described as:

Motivated

Likely seen by others as committed and driven

Independent, Aggressive

Often committed to own views; tends to take the lead in work situations

Competitive

Innate drive to win, measures performance in comparison to others

Intellectually Curious

Creative and unafraid of experimentation, interested in learning and exploration

Work, Communication & Interaction Style



Goal-oriented.

You tend to be goal-oriented and intent on meeting or exceeding the expectations set for you. You have good follow through on tasks when engaged with your work.



Motivated.

Possessing significant inner drive, you are strongly 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.



Conscientious.

You are likely to be careful and dependable in work settings. You are generally persistent, hard-working, and tend to be organized and deliberate in your work style. You are generally attentive to the details and are inclined to follow the rules. Across a wide range of job roles, high conscientiousness scores are statistically linked to good performance in the workplace.



Independent, Aggressive.

You have an independent streak and will be unafraid to speak up even if your views are not shared by colleagues. Individuals with low cooperative scores are often comfortable taking the lead on work projects and can be a good fit for competitive, results-oriented fields such as sales or managerial roles.

Temperament, Attitudes & Outlook



Competitive.

You are competitive by nature, valuing competition and inclined to place a high value on winning or surpassing standards of achievement set by others. In work settings highly competitive individuals often excel in fields such as sales and are sometimes less well suited to roles like customer service.



Moderately Patient.

You are generally a moderately patient person, meaning you exhibit a balance between patience and impatience in work settings. This kind of balance is helpful when coping with work-related setbacks or pursuing opportunities in a variety of roles.



Intellectually Curious.

You are more open to new experiences than the average person. You tend to embrace exploration and learning, and you tend to have a wide range of interests. Inclined to favor variety over routine, you may be prone to seek new experiences and engage in self-reflection, and to be more creative and imaginative than most. You may also be inclined to embrace change.

Strengths & Potential Challenges

Strengths

- You will generally have good follow-through and be attentive to goals.
- Conscientious individuals like you tend to perform well across a wide variety of roles and industries.
- You are likely a "self-starter" who will not be difficult to motivate, provided the job expectations are clear.
- Your highly competitive nature and will to win is well suited to roles (e.g. sales) where clear, measurable, and transparent performance metrics are valued.
- Neither consistently assertive nor overly deferential, you will be assertive in some situations and not in others.
- You have a strong commitment to your own views and often choose to act proactively. You will favor direct expression over ignoring an issue or avoiding discussing it. This trait is often found in leaders.
- 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 have a high level of curiosity and willingness to experiment. You will be comfortable in roles that evolve or change over time, or that involve many different elements. You may also exhibit creativity and "outside the box" thinking.
- You are likely to display an effective balance of patience and impatience in pursuing opportunities or navigating frustrations with work-related tasks or projects.

Potential Challenges

- In team settings, high competitiveness has the potential to create conflict if it is not channeled or managed effectively.
- Individuals with an aggressive, independent streak can at times be challenging for team members or managers to navigate.
- Roles that are very narrowly defined or don't involve opportunity for a learning trajectory may be less appealing for you.

Development Suggestions

Work Habits

Achievement-oriented by nature, you will benefit from being challenged to achieve even greater effectiveness in a role, and to look for opportunities to further refine your strengths and apply them for greater impact.

You should strive to balance doing great work with getting it done in a timely manner. Perfectionism and other pitfalls inherent to highly diligent people can reduce your effectiveness. Don't get so focused on the details that you lose sight of the bigger picture: it's important for you to always keep an eye on the greater strategy, and to ensure your efforts are aligned with achieving it.

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 execute in the areas of greatest impact.

Interaction Style

Sometimes interactions call for a more direct approach, whereas other situations may require a gentler touch. When engaging others, you should be certain to consider the situation, the people involved, and the context to help you determine the level of directness that is warranted.

You have an independent, aggressive streak that will be an asset in many roles. But some activities are best completed by partnering with others. You will be well served to remember that no one is right 100% of the time.

Effective performance is often a combination of executing as well as interacting well with others. There are times when remaining focused on getting work done is the best approach, and other 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

Competitive by nature, you should look for win-win relationships. The most successful people are often those who are effective at building relationships of mutual value. Be aware and considerate of others' needs when interacting with them and focus on helping others achieve their objectives.

Persisting is an important characteristic in the accomplishment of tasks and deliverables. However, there may be times when trying a different approach is more beneficial than just trying harder in the same direction. Knowing when to step back and assess the effectiveness of one's approach, and being open to persisting in a new direction, can meaningfully contribute to accomplishing your objectives.

Attitudes & Outlook

Being creative and intellectually curious is a great asset in many fields. But there are times you must also realize that there is no need to use a complex solution when a simple one will do. Making sure that your solutions can be executed on by others is also important. Being able to come up with straightforward and practical solutions can be valuable, because in addition to resolving the challenge at hand, simple solutions are more easily replicated by others.

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.

