

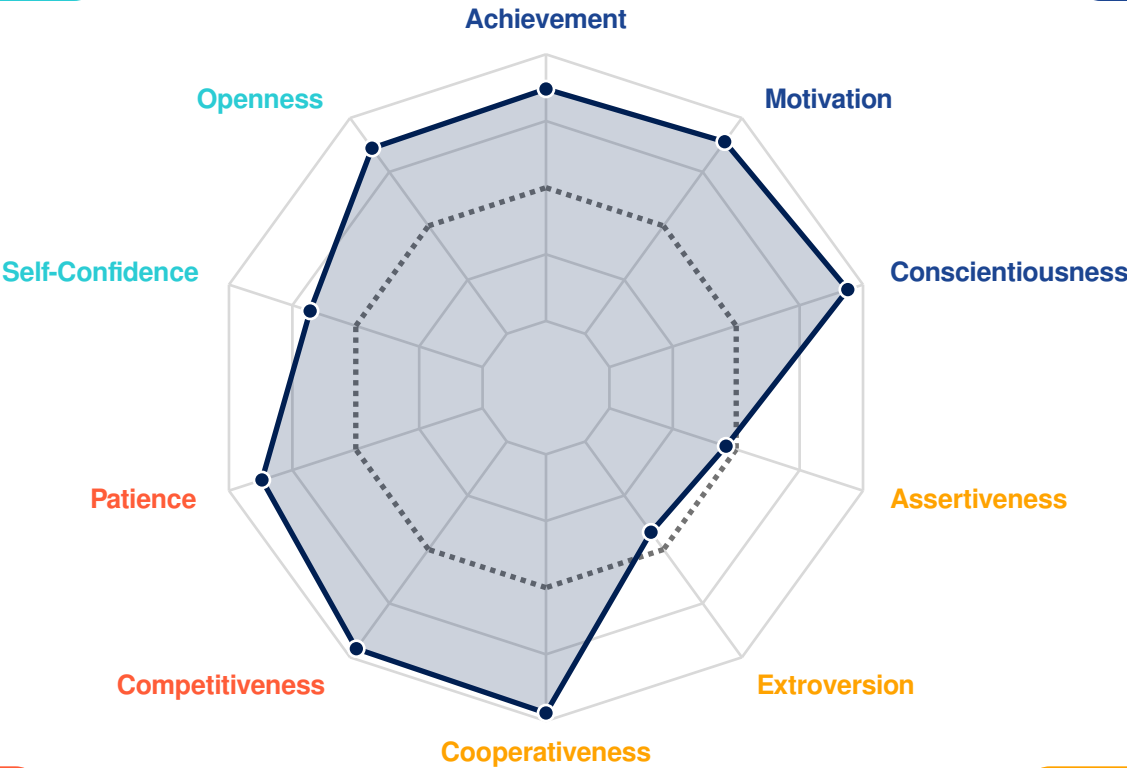
Welcome to your Workplace Insights report. You were asked to take assessments powered by Criteria Corp, and this report provides an overview of your personalized results. All of your responses were combined to create a unique profile for you. Within the report, it's important to know that there are no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

Obed David's Report Summary

Obed David General Population

Attitudes & Outlook

Work Habits



Temperament

Interaction Style

Notable Traits

You can be described as:

Conscientious

Tends to be dependable, organized and self-disciplined

Cooperative

Values social harmony, inclined to seek common ground

Competitive

Innate drive to win, measures performance in comparison to others

Patient

Accepting and tolerant of delays or challenges

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 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.



Very Conscientious.

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



Very Cooperative.

You are likely to be very cooperative and obliging, which suggests that you will value harmony in a group situation as opposed to advancing your own interests. You are likely to place a strong emphasis on treating others fairly and with respect, which should see you viewed as someone who is considerate, trustworthy, and perhaps even selfless. 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.



Patient.

You have a behavioral style and demeanor that is likely tolerant of frustrations stemming from delays or setbacks. This can be an asset in fields that involve tasks such as resolving customers' disputes or navigating conflict-laden situations.

Strengths & Potential Challenges

Strengths

- You will generally have good follow-through and be attentive to goals.
- Highly conscientious individuals like you tend to excel in a wide variety of roles, situations, and industries.
- 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 will likely go out of your way to accommodate other people. Your agreeable nature means you should be highly coachable, with an ideal profile for service-oriented roles.
- 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 well positioned to cope with frustrations when faced with setbacks or challenges in task completion.

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.
- Highly cooperative individuals like you can sometimes place too much emphasis on accommodating everyone's needs. In leadership roles, you may need to make tough decisions that do not suit everyone in the team - this may be challenging for you.
- Roles that are very narrowly defined or don't involve an opportunity for a learning trajectory may be less appealing for you.
- Too much patience can be a liability in certain fields where urgency is required.

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.

Your exacting, precise, and organized approach to work will be beneficial in many tasks, but you do run the risk of being perceived as inflexible at times. Allowing for some flexibility and uncertainty in your projects, plans and approaches may be beneficial. It's possible that you may be so focused on the details, or on having everything perfect, that you lose sight of the bigger picture. Your style also runs the risk of being perceived as micromanaging people or processes, so allowing others additional flexibility and freedom from time to time may also be beneficial.

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.

You are likely someone who will put other people's needs before your own. This is likely to make you a cooperative team player. However, you will be well served by remembering that there are times where you need to put your own interests first. In doing so, you may be better positioned to help others as well as yourself.

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

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 delivered on by others is also important. Being able to come up with straightforward and practical solutions can be valuable, as 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.

