

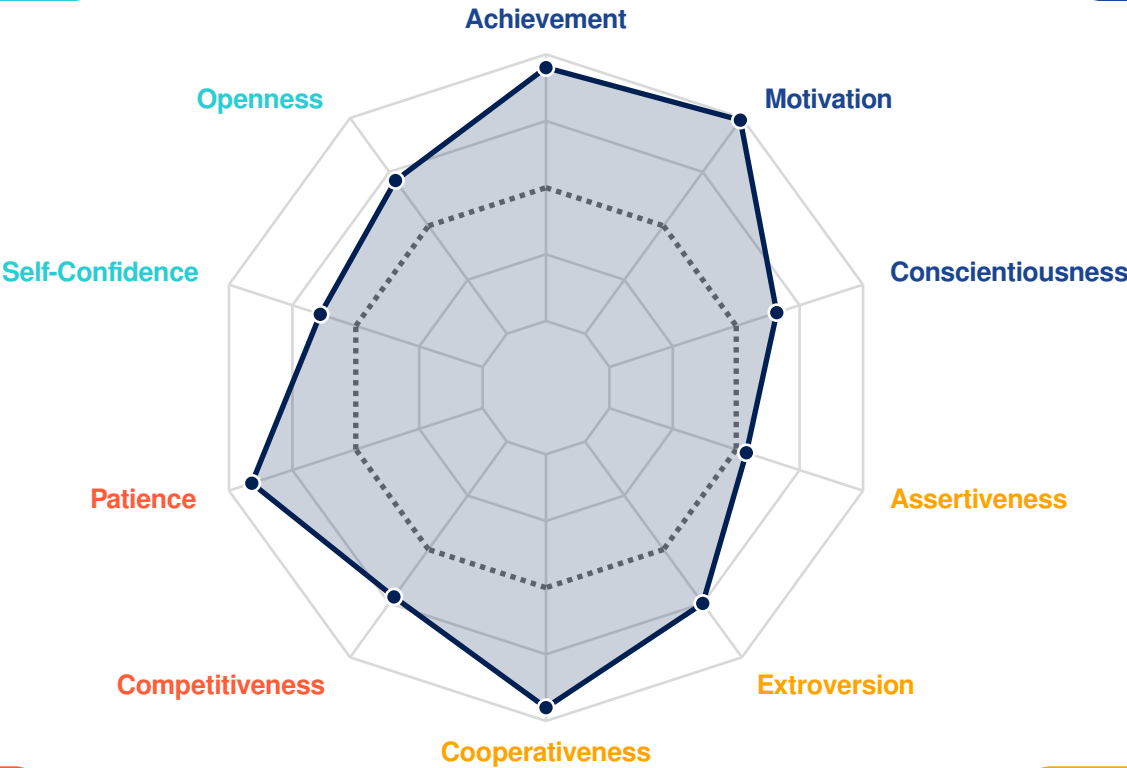
Welcome to your Workplace Insights report. You were asked to take assessments powered by Criteria Corp, and this report provides an overview of your personalized results. All of your responses were combined to create a unique profile for you. Within the report, it's important to know that there are no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

Rachel's Report Summary

Rachel 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

Extroverted

Socially outgoing, gregarious, often initiates social interactions

Patient

Accepting and tolerant of delays or challenges

## Work, Communication & Interaction Style



### Very Goal-Oriented.

As someone who tends to be driven by exceeding expectations, you are likely to be seen as a high achiever. As a result, you are likely to have excellent follow-through on tasks when appropriately engaged.



### Very Motivated.

You are likely to have a very strong inner drive, which should see you viewed as driven and committed. Team members will generally describe you as motivated to achieve your goals.



### 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.



### Extroverted.

You are more extroverted than most and can be characterized as sociable and outgoing in group settings. Extroverts tend to be energetic, enthusiastic, and active, and you may prefer roles and activities that involve frequent socialization. You should feel comfortable talking to a wide variety of people.

## Temperament, Attitudes & Outlook



### Very Patient.

You are likely to be extremely tolerant of obstacles, setbacks, and others. Others may describe you as being calm and level-headed when under pressure, and unruffled by challenges and setbacks. You tend to have a relaxed outlook on life and come across as easy-going, but this may mean that others perceive you as not acting with urgency.

## Strengths & Potential Challenges

### Strengths

- You are likely to possess a very strong drive to achieve. As a result, you are likely to have excellent follow-through.
- You are a highly motivated person with a strong inner drive.
- 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.
- Sociable and energetic, you are comfortable initiating social interactions and likely enjoy working with others.
- Highly tolerant of frustrations and easy-going by nature, you are likely to bring a sense of calm and stability to collaborative tasks. You are likely to be more accepting of setbacks than most, and tend to be unruffled by the presence of stress or pressure.

### Potential Challenges

- While your high drive for achievement may have led to many successes, you may be particularly uncomfortable with potential failure. This discomfort may drive you to overwork yourself or be overly perfectionistic at times, leaving you vulnerable to burnout.
- 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.
- Given your highly tolerant and relaxed nature, you may find it uncomfortable if required to act with a great sense of urgency when the situation calls for it.

## Development Suggestions

### Work Habits

Highly achievement-oriented by nature, you will likely benefit from taking on particularly challenging tasks to further optimize your effectiveness in a role. Taking on these challenges may also further refine your strengths and enable you to apply them for even greater impact.

Your strong inner motivation and drive are likely to see you do well in a variety of tasks, even in tasks that you do not find intrinsically enjoyable. This strong inner drive can be best utilized in high impact activities where your motivation should see you achieving strong outcomes.

### 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.

### 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.

As an extrovert, you may benefit from the realization that the most effective way to complete a task is to work hard and avoid distractions. Interacting with others is important for building relationships at work and being part of a successful team. But some tasks need to be accomplished alone. Speaking up in meetings and sharing ideas is valuable, but other people need that chance to be heard and understood. Extroverts who find themselves doing most of the talking may need to make an effort to listen more instead.

### Temperament

Given your highly tolerant and patient nature, you are likely to feel uncomfortable being rushed or pressured by others into taking immediate action. Your prioritization of stable and calm relationships can mean you are unlikely to tell others when they have disappointed you. Understanding that your time, effort, and opinions are valuable may help increase your comfort with voicing your opinions when others don't meet your expectations.

# 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.

