

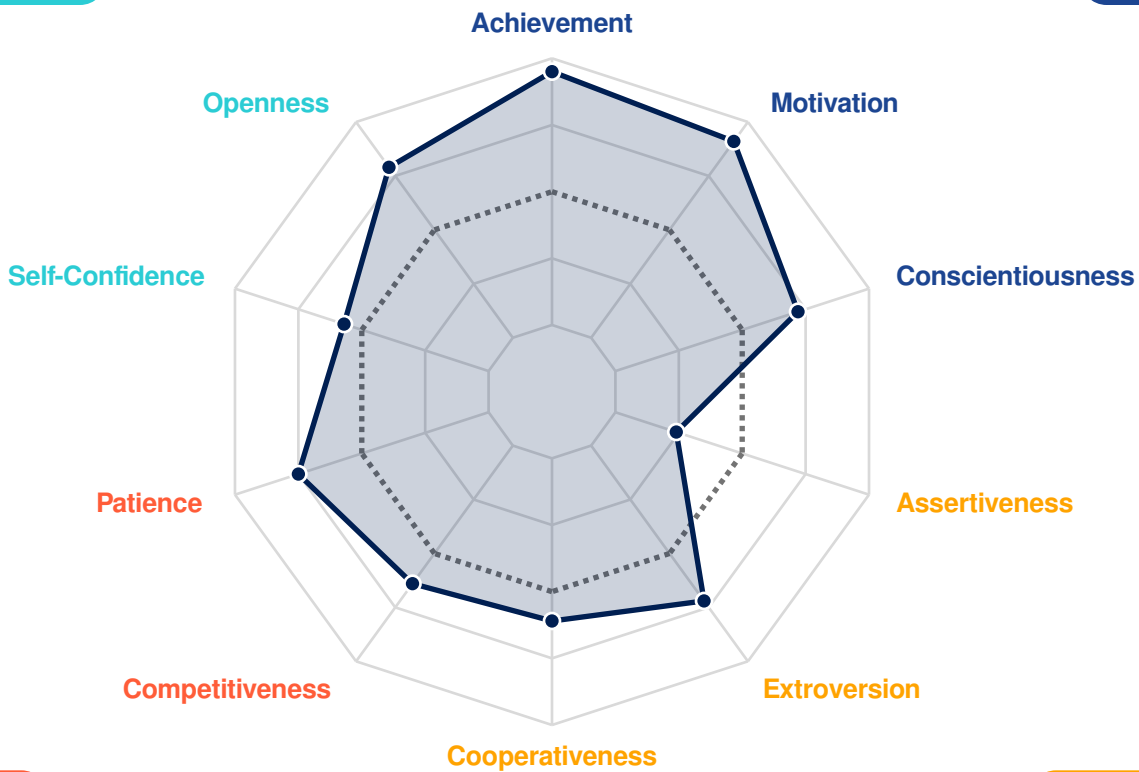
Welcome to your Workplace Insights report. You were asked to take assessments powered by Criteria Corp, and this report provides an overview of your personalized results. All of your responses were combined to create a unique profile for you. Within the report, it's important to know that there are no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

Matt's Report Summary

Matt General Population

Attitudes & Outlook

Work Habits



Temperament

Interaction Style

Notable Traits

You can be described as:

Goal-Oriented

Values achievement, sets goals, and prioritizes achieving them

Accommodating

Accommodating and often deferential to others in group settings

Intellectually Curious

Creative and unafraid of experimentation, interested in learning and exploration

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.



Congenial.

You generally have a congenial persona when dealing with others in work settings. You are likely to defer to others and favor social harmony over confrontation or direct expressions that may create friction. When you do express yourself forcefully it likely means you feel strongly about something, and co-workers will generally recognize this.

Temperament, Attitudes & Outlook



Intellectually Curious.

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



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 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.
- Typically agreeable and cooperative, you have a congenial work persona that generally makes for harmonious relations with co-workers and team members.
- 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

- 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.
- You are inclined to defer and are not prone to confrontation, and so may have difficulty being direct and standing firm in your opinions when the situation requires it.
- 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

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

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.

Interaction Style

You are congenial by nature and have a tendency to defer to others at times. Listening to others' opinions is important, but there are times where you will need to assert yourself, even if it doesn't come naturally, in order to achieve the best outcomes.

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 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.

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.

