

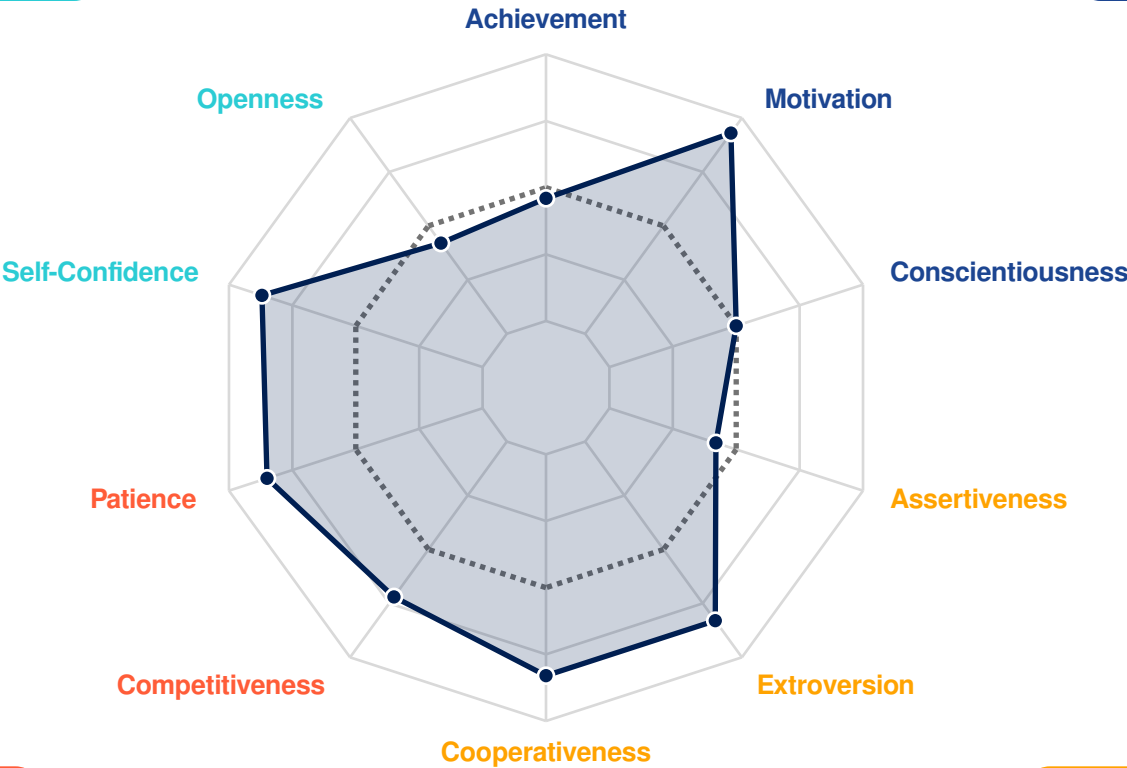
Welcome to your Workplace Insights report. You were asked to take assessments powered by Criteria Corp, and this report provides an overview of your personalized results. All of your responses were combined to create a unique profile for you. Within the report, it's important to know that there are no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

Vera's Report Summary

Vera 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

Self-Confident

Self-assured and secure

Work, Communication & Interaction Style



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.



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.



Cooperative.

You have an agreeable and cooperative personality, indicative of a willingness to work closely with others in work situations. Preferring an accommodative style to a more forceful one, you will instinctively incline towards preserving harmonious relations with co-workers over a more confrontational style. Colleagues and teammates would likely describe you as friendly and considerate. Cooperativeness is a trait well suited to service-oriented roles.

Temperament, Attitudes & Outlook



Self-Confident.

You are generally self-assured and confident. You likely have faith in your abilities and are not overly prone to self-doubt.

Strengths & Potential Challenges

Strengths

- 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 tend to be manageable and coachable, with a profile suitable for service-oriented roles. You will be agreeable and accommodating in most situations.
- Sociable and energetic, you are comfortable initiating social interactions and likely enjoy working with others.
- You are well positioned to cope with frustrations when faced with setbacks or challenges in task completion.
- A high level of self-confidence suggests you will generally be free from self-doubt.

Potential Challenges

- Cooperative individuals like you can be a bit too accommodating at times. This can create challenges, especially if you are in a leadership role where you need to make tough decisions.
- Too much patience can be a liability in certain fields where urgency is required.

Development Suggestions

Work Habits

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.

When approaching a new task you may feel more confidence than is warranted. It's important to ensure that your confidence and self-assurance do not inhibit your willingness to prepare in advance. Often, success is the result of planning and effort.

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.

Usually not prone to "rock the boat", you will need to learn to be willing to go it alone sometimes. Teamwork and collaboration are important, but if deference to others is reducing efficiency, the best way forward may necessitate making unpopular decisions. The most effective people tend to find a balance between independence and collaboration.

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

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.

