

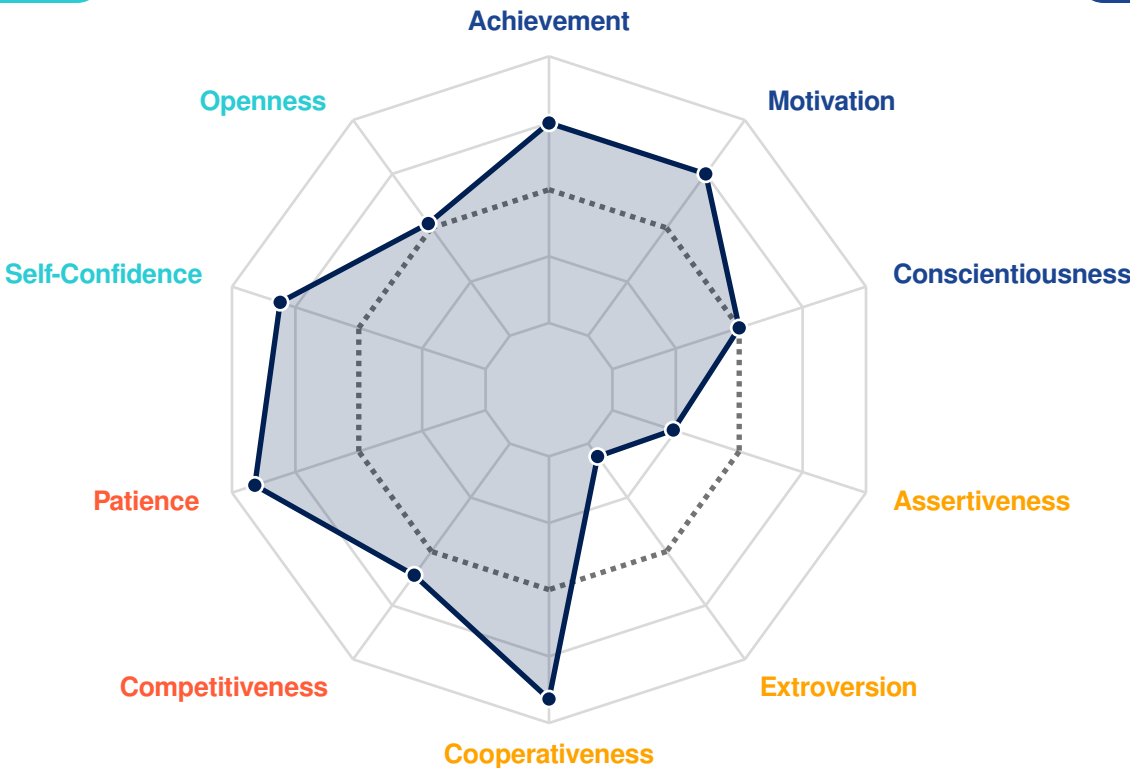
Welcome to your Workplace Insights report. You were asked to take assessments powered by Criteria Corp, and this report provides an overview of your personalized results. All of your responses were combined to create a unique profile for you. Within the report, it's important to know that there are no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

Jefrey's Report Summary

Jefrey 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

Introverted

Reserved and low-key; best in roles that don't involve constant social interaction

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.



### 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.



### 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 Introverted.

Much more introverted than most, you may appear reserved, taking pleasure in solitary activities. You may often take satisfaction from quiet activities like reading, writing, and working on a computer, as opposed to activities that require more social interaction.

## 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 will generally have good follow-through and be attentive to goals.
- You are likely a "self-starter" who will not be difficult to motivate, provided the job expectations are clear.
- Typically agreeable and cooperative, you have a congenial work persona that generally makes for harmonious relations with co-workers and team members.
- 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.
- Your lower need for social interaction may make you well suited for independent and even solitary roles.
- 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.
- A high level of self-confidence suggests you will generally be free from self-doubt.

### Potential Challenges

- 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.
- 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

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 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.

### 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

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.

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 a fairly reserved person, you are likely to find situations that require you to interact with others effortful. You may manage these situations better when you have a clear role to fill in those situations, or when you can prepare for them beforehand.

### 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.

