

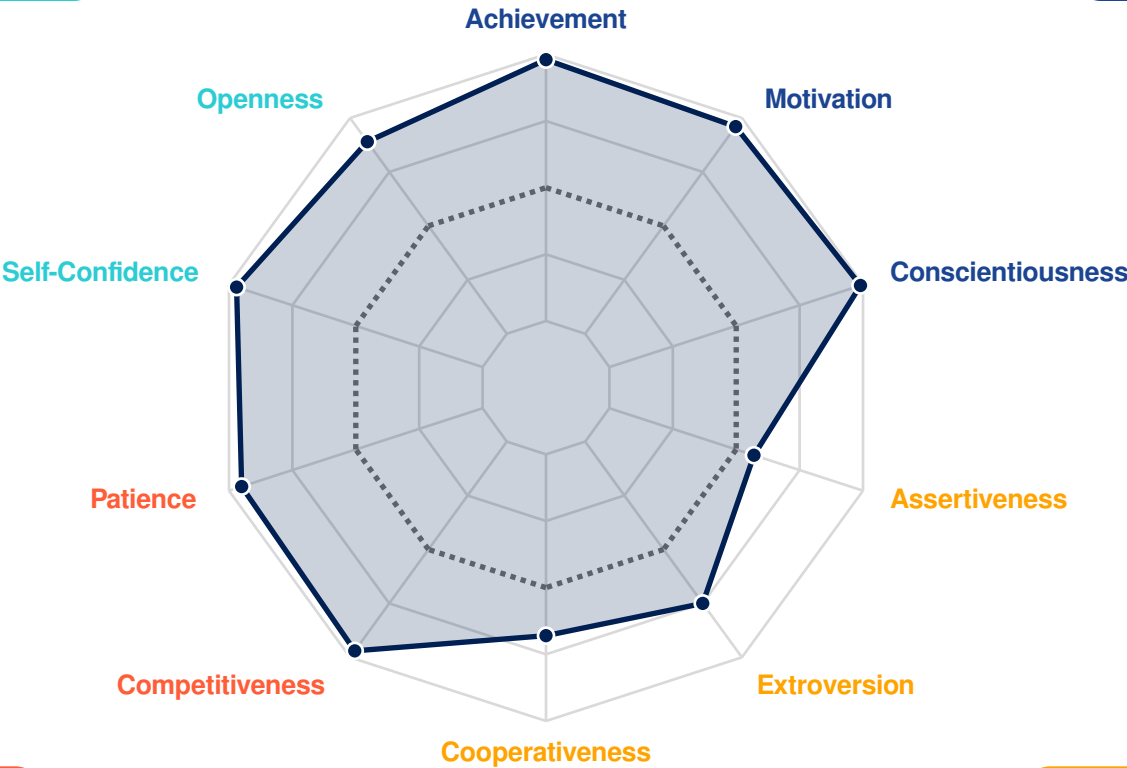
Welcome to your Workplace Insights report. You were asked to take assessments powered by Criteria Corp, and this report provides an overview of your personalized results. All of your responses were combined to create a unique profile for you. Within the report, it's important to know that there are no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

Jovie's Report Summary

Jovie 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

Extroverted

Socially outgoing, gregarious, often initiates social interactions

Competitive

Innate drive to win, measures performance in comparison to others

Self-Confident

Self-assured and secure

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 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.



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 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.



Very Self-Confident.

You likely have a strong sense of self-worth and are viewed by others as very self-assured and confident. You likely have faith in your abilities and minimal self-doubt.

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.
- Highly conscientious individuals like you tend to excel in a wide variety of roles, situations, and industries.
- You are a highly motivated person with a strong inner drive.
- 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.
- Sociable and energetic, you are comfortable initiating social interactions and likely enjoy working with others.
- 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.
- 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 usually not be hobbled by self-doubt or a lack of self-assurance in the workplace.

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.
- 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.
- Roles that are very narrowly defined or don't involve an opportunity for a learning trajectory may be less appealing 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 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 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.

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.

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 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.

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.

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.

You may find that you come across to others as overconfident. There may be times when your trust in your own abilities means that you do not take the time to adequately plan and prepare in advance. Your level of self-assurance may also mean that you fail to take into account the feedback and advice of others. You may need to remind yourself to attend to input and ideas from those around you.

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.

