

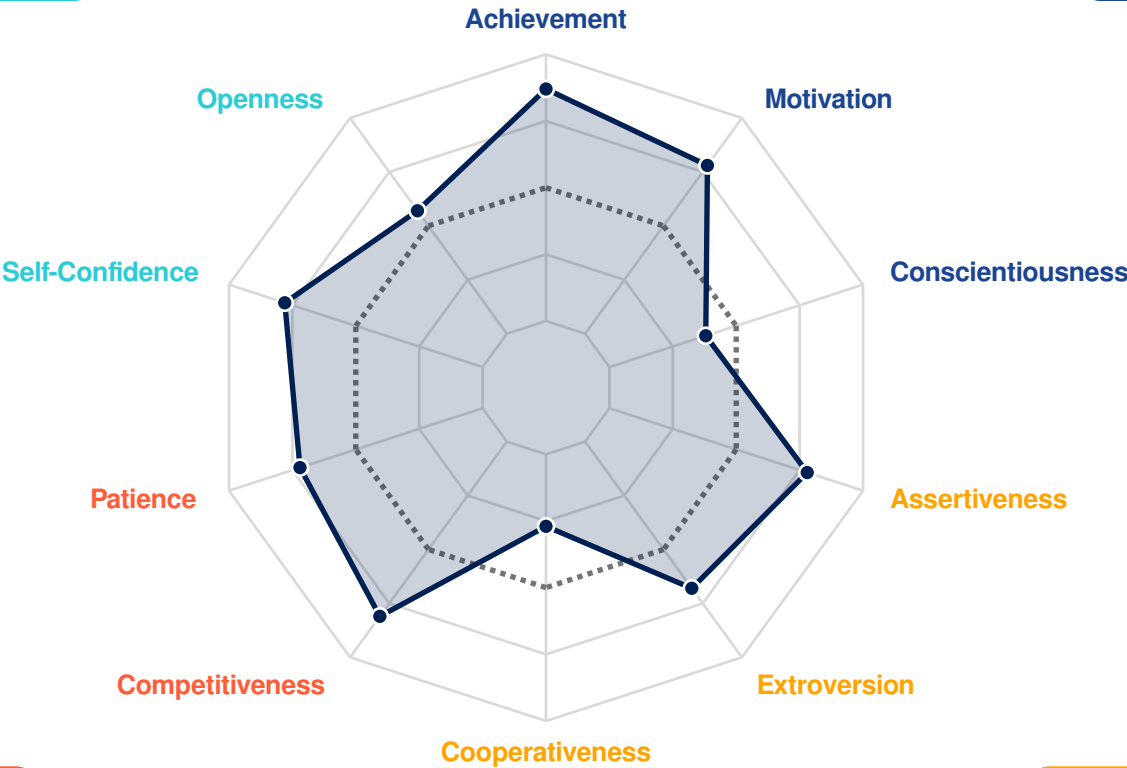
Welcome to your Workplace Insights report. You were asked to take assessments powered by Criteria Corp, and this report provides an overview of your personalized results. All of your responses were combined to create a unique profile for you. Within the report, it's important to know that there are no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

Guadalupe's Report Summary

Guadalupe 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

Assertive

Bold, forceful and sometimes dominant presence; not inclined to defer

Competitive

Innate drive to win, measures performance in comparison to others

Self-Confident

Self-assured and secure

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.



Assertive.

You tend to be comfortable taking the lead in group settings, and you will sometimes be seen by teammates as strong-willed. You are likely to express yourself directly and offer your opinions in undiluted form rather than skirting around the issues.



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.

Temperament, Attitudes & Outlook



Competitive.

You are competitive by nature, valuing competition, and are inclined to place a high value on winning or surpassing standards of achievement set by others. In work settings, competitive individuals often excel in fields such as sales.



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 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.
- Your competitive nature and will to win are well suited to roles (e. g., sales) where clear, measurable, and transparent performance metrics are valued.
- Expressing yourself directly should not be an issue for you.
- 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 are likely to display an effective balance of patience and impatience in pursuing opportunities or navigating frustrations with work-related tasks or projects.
- A high level of self-confidence suggests you will generally be free from self-doubt.

Potential Challenges

- In team settings, competitiveness has the potential to create conflict if it is not channeled or managed effectively.
- In certain situations, team members may not be universally comfortable with your frank and direct style of expression.

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.

Interaction Style

It may be beneficial to consider when your direct approach may be useful and when it may be less so. While there is value in being assertive and leading the way, being too assertive can prevent others from sharing their opinions. Taking the time to consider the views and perspectives of others will not only help build relationships but often lead to better decision-making through collaboration.

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

Competitive by nature, you should look for win-win relationships. The most successful people are often those who are effective at building relationships of mutual value. Be aware and considerate of others' needs when interacting with them and focus on helping others achieve their objectives.

Persisting is an important characteristic in the accomplishment of tasks and deliverables. However, there may be times when trying a different approach is more beneficial than just trying harder in the same direction. Knowing when to step back and assess the effectiveness of one's approach, and being open to persisting in a new direction, can meaningfully contribute to accomplishing your objectives.

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.

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.

