

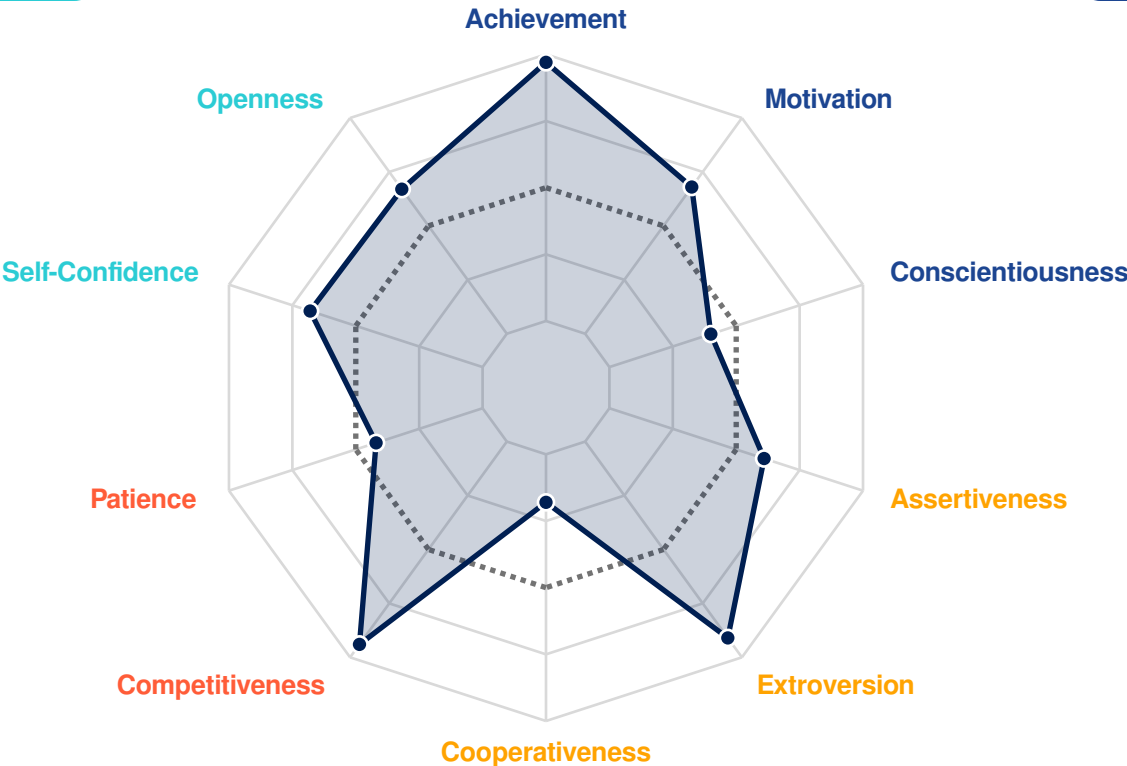
Welcome to your Workplace Insights report. You were asked to take assessments powered by Criteria Corp, and this report provides an overview of your personalized results. All of your responses were combined to create a unique profile for you. Within the report, it's important to know that there are no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

Independent, Aggressive

Often committed to own views; tends to take the lead in work situations

Extroverted

Socially outgoing, gregarious, often initiates social interactions

Competitive

Innate drive to win, measures performance in comparison to others

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.



Independent, Aggressive.

You are likely to have an independent streak and will be unafraid to act to get what you want. Individuals with low cooperative scores are often comfortable taking the lead on work projects and can be a good fit for results-oriented fields such as sales or managerial roles.



Very Extroverted.

You are much more extroverted than most, and people would likely describe you as sociable, lively, and gregarious. You are likely to prioritize social interactions, which may mean that you prefer roles and activities where you can frequently interact with others. You are likely very energetic and enthusiastic and should feel comfortable initiating social interactions, even with strangers.

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.

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 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.
- You have a strong commitment to your own views and often choose to act proactively. You will favor direct expression over ignoring an issue or avoiding discussing it. This trait is often found in leaders.
- Lively, sociable, and gregarious, you are comfortable meeting new people and likely prioritize social interactions.
- You are likely to display an effective balance of patience and impatience in pursuing opportunities or navigating frustrations with work-related tasks or projects.

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.
- Individuals with an aggressive, independent streak can at times be challenging for team members or managers to navigate.

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.

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.

You have an independent streak that will be an asset in many roles. But some activities are best completed by partnering with others. You will be well served to remember that no one is right 100% of the time.

As a highly extroverted person, you may need to be careful that you do not dominate meetings and other social events by talking too much. You may sometimes be prone to capturing the attention of a group when it would be better to give others a chance to shine. It may take effort for you to let others share the focus and attention of a group, but making this effort can help build relationships with others. You may also find it hard to maintain your energy while working on solitary tasks. You may need to manage the time you spend interacting with others in order to ensure that solitary tasks can be completed.

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.

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.

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.

