

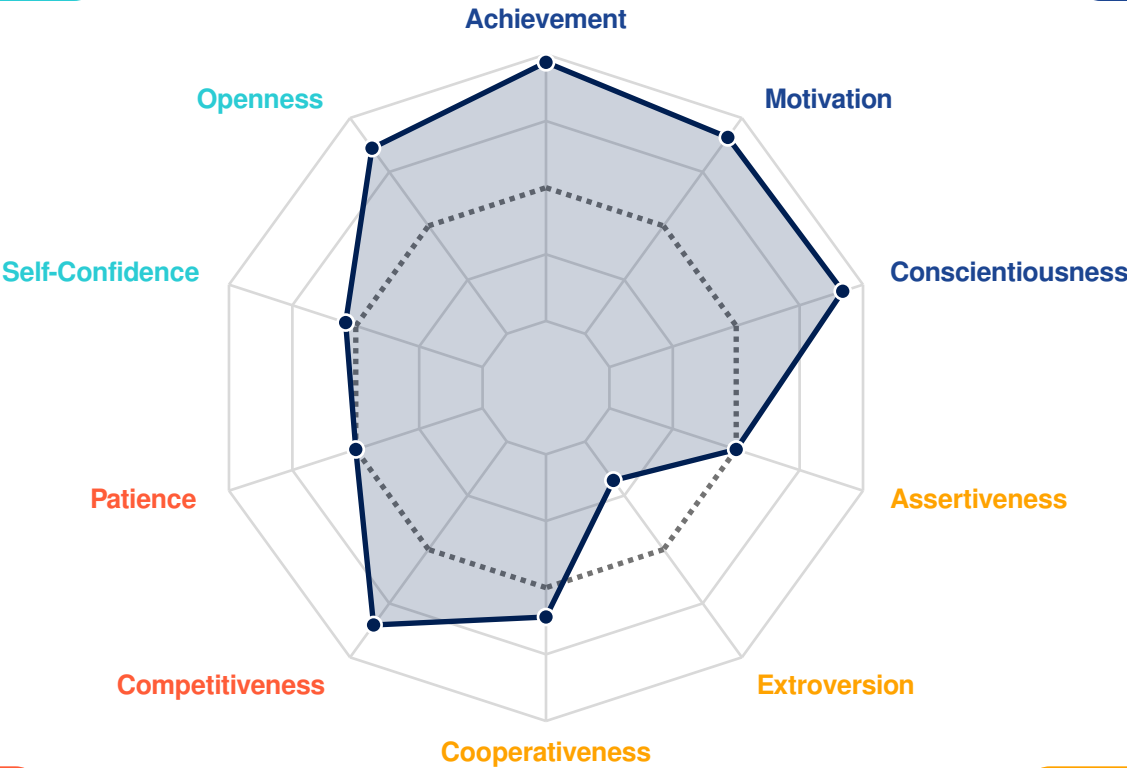
Welcome to your Workplace Insights report. You were asked to take assessments powered by Criteria Corp, and this report provides an overview of your personalized results. All of your responses were combined to create a unique profile for you. Within the report, it's important to know that there are no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

Valencia's Report Summary

Valencia 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

Introverted

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

Competitive

Innate drive to win, measures performance in comparison to others

Intellectually Curious

Creative and unafraid of experimentation, interested in learning and exploration

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.



Introverted.

More introverted than others, you may appear reserved and might take a while to warm up to others. You likely feel uncomfortable if needing to initiate social interactions with people you do not know.

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.



Intellectually Curious.

You are more open to new experiences than the average person. You tend to embrace exploration and learning, and you likely have a wide range of interests. Inclined to favor novel experiences over routine, you may be inclined to embrace change, engage in self-reflection, and be more creative and imaginative than most.

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.
- Your competitive nature and will to win are well suited to roles (e. g., sales) where clear, measurable, and transparent performance metrics are valued.
- Neither consistently assertive nor overly deferential, you will be assertive in some situations and not in others.
- You are likely well suited for roles that don't require constant social stimulation or interaction.
- 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.
- 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.
- In team settings, competitiveness has the potential to create conflict if it is not channeled or managed effectively.
- Roles that are very narrowly defined or don't involve an opportunity for a learning trajectory may be less appealing for you.

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.

Some positions require interacting effectively with others in order to succeed. If you find that these interactions are not naturally comfortable for you, then you may find it useful to plan them out in advance.

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

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.

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.

