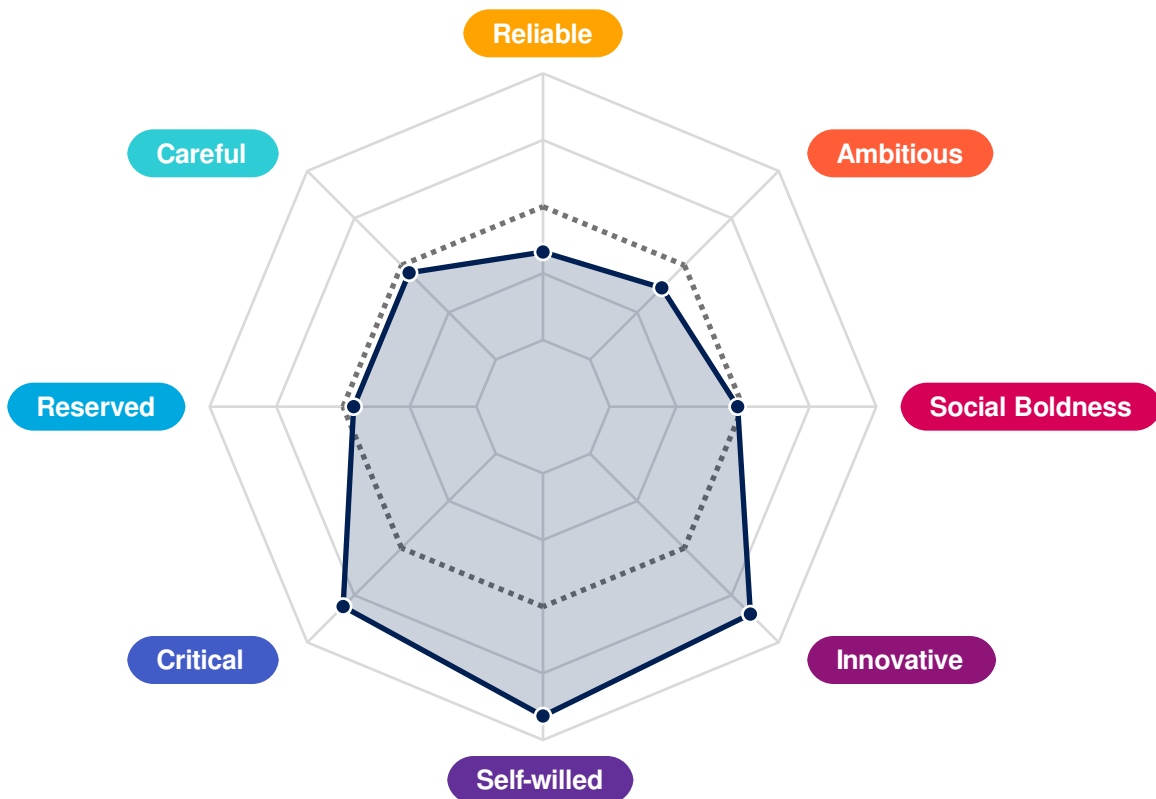


Welcome to your Workplace Insights report. You were asked by an employer to take assessments powered by Criteria Corp, and this report provides an overview of your personalised results. All of your responses were combined to create a unique profile for you. Within the report, it's important to know that 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.

Vince's Work Personality

Vince General Population



Notable Traits

You can be described as:

Innovative

Creative and enjoys developing new ideas

Very willful

Won't hesitate to question the efficiency of procedures

Critical

Comfortable identifying potential flaws in a plan

Moderately ambitious

Reasonably goal-directed



Competency Strengths

People have different competencies that they bring to the workplace and that help them to perform in their job.

In the assessments that you recently completed, your strongest competency was Technological and scientific proficiency.

The Technological and scientific proficiency competency describes a person's capacity to apply and learn new scientific and technical knowledge or skills.

Leveraging Strengths and Development Suggestions

Motivation and Stressors

Being moderately ambitious, you may set somewhat high goals and expectations for yourself. This may help motivate you to strive towards attaining what you set out to do while also meaning you are unlikely to be too disappointed if you do not achieve some goals. However, it is important to stretch yourself, and you may find that you gain greater effectiveness or productivity by creating even more ambitious goals. You might find it useful to start by making some goals that are a little higher than usual in areas that are especially important to you.

Your innovative nature suggests that you are likely to actively seek out chances to develop new, original ideas. This should help you come up with ideas that no one else has thought of. While innovation can be exciting and useful, generating new ideas can also be time-consuming or less efficient if those tasks don't require creativity to complete. Before spending time thinking up new, creative ideas, consider whether the approach is necessary for the task at hand or better spent on other tasks.

Work Style

You are likely to find a balance between completing tasks and knowing when it may be necessary to leave some tasks unfinished. When deciding on the tasks to leave incomplete, consider checking in with your colleagues or manager to ensure they are not relying on you to complete those tasks.

You are likely to be very comfortable questioning instructions and policies when you feel it could help you do better work. This tendency may assist you in situations where strictly following instructions and policies without question can lead to unintended consequences. However, some rules need to be followed even if they may be inconvenient or do not seem important, with deviations possibly leading to disastrous outcomes. Focus on understanding how the rules are important to help you be more comfortable following them.

Thinking Style

You may vary the degree of caution you approach work tasks with, perhaps depending on the importance or complexity of the situation. To help you be most efficient, ensure that you are thinking about what the situation requires. Doing so should help you determine whether a thorough consideration of all the available information is needed or whether a less time-intensive approach is sufficient.

You are likely to be comfortable identifying an idea's potential flaws, which should mean that there is less risk of you accepting an untenable or unrealistic plan. However, your strong critical nature may result in you placing too much weight on the flaws of an idea and overlook the potential strengths. As such, you may risk rejecting a potentially good idea. It may be helpful to ensure you deliberately consider the potential strengths before providing feedback that may be overly focused on the possible limitations.

Interaction Style

You are likely to be comfortable finding a balance between drawing attention to yourself at work and letting others be the center of attention. This should help you make the most of chances to distinguish yourself from others, though you may not always do so. In situations when you think it could be especially useful to be recognized by others, try to make sure you gain the attention you deserve.

You are likely to be moderately socially confident, suggesting that you are generally comfortable meeting and having conversations with new people, which should help you be reasonably effective during networking or social activities. However, you may sometimes find you need a bit more time to warm up to people you are meeting for the first time. In these situations, take the time you need and try not to force relationships that may take a while to develop.

Strengths & Potential Challenges

Strengths

- You are likely to find it easy to come up with creative or new ideas.
- You will likely be comfortable questioning rules if you think it is necessary to do higher quality or more efficient work.
- You are likely to be comfortable evaluating plans or ideas to identify the potential flaws or weaknesses.
- You are likely to find a balance between having high expectations and not setting unachievable standards for yourself.
- You tend to have a balanced approach to your commitments and may feel comfortable leaving tasks unfinished if they are not important.

Potential Challenges

- You may become demotivated if you do not have enough opportunities to be creative in your role.
- You may find it a bit frustrating if you are required to follow procedures or instructions that you think are inefficient.
- By focusing on the potential drawbacks, you may be seen as overly critical.
- You may not always correctly identify situations when it is more important to set high expectations rather than setting more easily achievable goals.
- From time to time, you may not finish tasks that others think are important.