

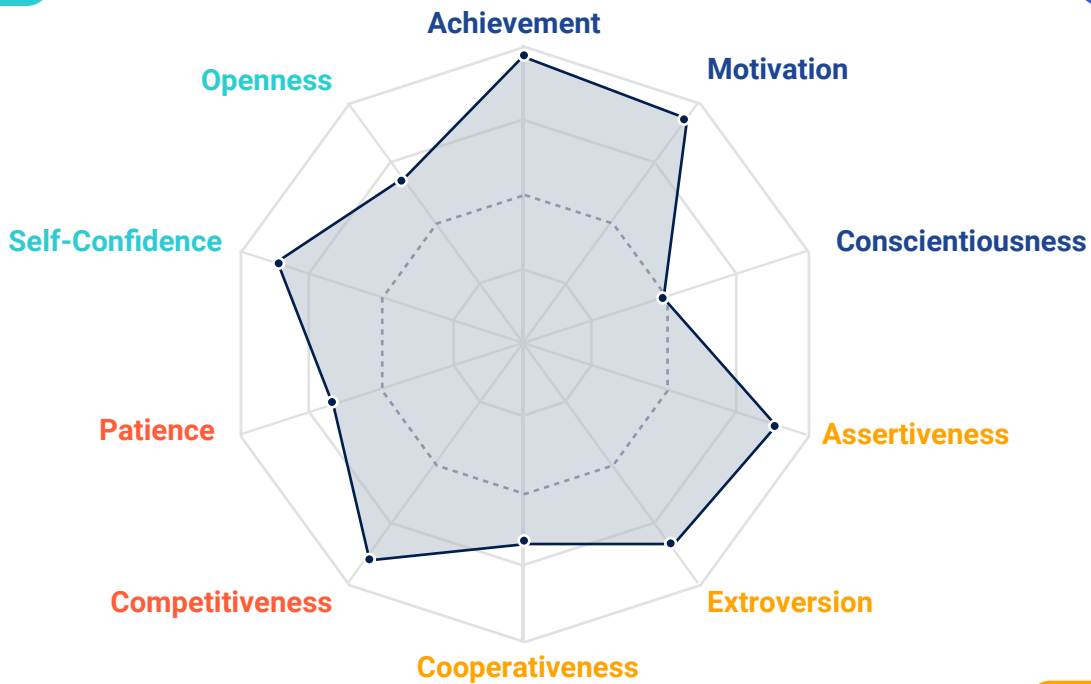
The Employee Personality Profile is a personality assessment that measures a series of behavioral traits that impact an individual's workplace performance and job fit. There are no right or wrong answers on the EPP. All of your responses, come together to create a unique personality profile for you. Similarly, there are no "good" or "bad" traits. The results from this report can heighten your self-awareness and help you understand how to relate better to others in the workplace.

Josh's Report Summary

Legend: Josh 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

Extroverted

Socially outgoing, gregarious, often initiates social interactions

Assertive

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

Competitive

Innate drive to win, measures performance in comparison to others

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.



Motivated.

Possessing significant inner drive, you are strongly 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.



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.



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 generally feel comfortable initiating social interactions, even with strangers.

Temperament, Attitudes & Outlook



Competitive

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



Moderate Openness to Experience

The Openness to Experience trait measures the extent to which you favor experimentation and exploring new concepts, as opposed to being down to earth, conventional, and favoring the familiar over the novel. You scored in the middle of the range for this trait, suggesting that while not averse to experimenting or exploring novel areas, you may generally prefer conventional approaches and routines.



Impatient.

You can be less patient than the average person and are likely eager to complete tasks or resolve conflicts as quickly as possible. This can be an asset in the right fields, especially those that require urgency and well-channeled impatience, such as sales.



Self-Confident.

You are generally self-assured and confident. You 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 highly competitive nature and will to win is 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
- Sociable and energetic, you are comfortable initiating social interactions and likely enjoy working with others.
- 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 usually not be hobbled by self-doubt or lack of self-assurance in the workplace.

Potential Challenges

- In team settings, high 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 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 execute in the areas of greatest impact.

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.

Interaction Style

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 a part of a successful team. But some tasks need to be accomplished alone. Speaking up in meetings and sharing ideas is also 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 instead do more listening.

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 or what has already been attempted, and capitalizing on the more effective strategy.

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.

When approaching a new task, you may benefit from planning ahead. It's also important to not let your confidence and perceived ability to perform a task at hand inhibit your ability and willingness to prepare in advance. Oftentimes, success is the results 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 best be 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.

