

TALENT INSIGHTS

Guide for Individuals

What is Talent Insights?

Get deep insights into your personality and the people you work with, to further develop yourself and enhance how you collaborate and work with others.

Criteria's Talent Insights gives you rich information about your own personality, communication and interaction styles, strengths and potential development areas at work through a fast, simple, 10-minute assessment.



How can Talent Insights help me?



Better understand yourself and your strengths

Learn about your most prominent characteristics and the strengths that you can leverage to perform more effectively at work.



Enhance your communication

Understand how you prefer to collaborate and communicate with others, so you can optimize teamwork.



Improve your performance at work

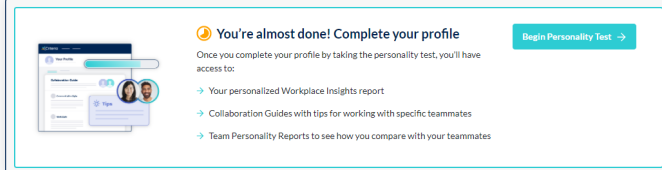
Identify the areas you can focus on to become a more productive and successful employee and team member.



In addition, when you create or join a team in Talent Insights, you can also get fast, actionable insights into how your personality compares with the people you collaborate with and how to best interact with them for maximum impact.

Get set up

- Keep an eye out for an email inviting you to join Talent Insights and accept the invitation.
- Create a Talent Insights account and complete the short, 10-minute personality assessment.



You're almost done! Complete your profile

Once you complete your profile by taking the personality test, you'll have access to:

- Your personalized Workplace Insights report
- Collaboration Guides with tips for working with specific teammates
- Team Personality Reports to see how you compare with your teammates

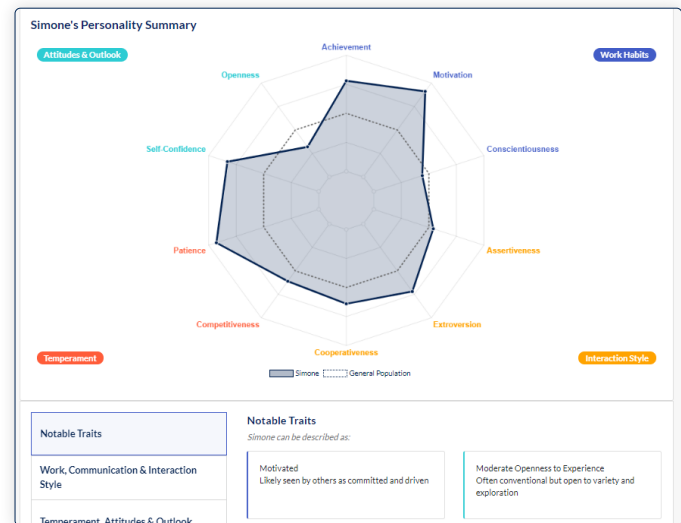
[Begin Personality Test](#)

TIP: If you've already completed the Criteria personality assessment, you'll be able to link your previous results across to Talent Insights.

View your personality insights

When you log in to Talent Insights, you'll see your own personalized profile, which tells you about your unique personality across ten different traits.

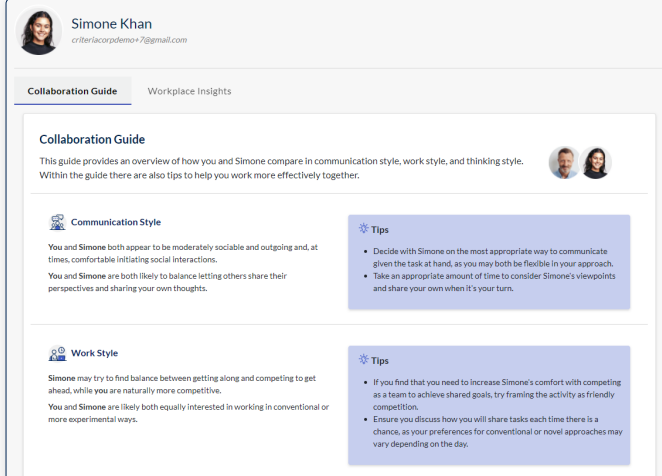
It includes useful insight into your most notable traits, the strengths you can leverage to work at your best and your potential challenges and development areas.



Work more effectively with your colleagues

See how you compare to your colleagues and get actionable tips for working together more effectively.

- From your dashboard, you can click on an individual to see their Collaboration Guide. The Collaboration Guide provides you with tailored information about how to best work with them, based on your personality and theirs.
- You can view your team report which provides insights about your team dynamics.
- You can choose who you would like to share your profile with in Account Settings.



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Collaboration Guide | Workplace Insights

Collaboration Guide

This guide provides an overview of how you and Simone compare in communication style, work style, and thinking style. Within the guide there are also tips to help you work more effectively together.

Communication Style

You and Simone both appear to be moderately sociable and outgoing and, at times, comfortable initiating social interactions. You and Simone are both likely to balance letting others share their perspectives and sharing your own thoughts.

Tips

- Decide with Simone on the most appropriate way to communicate given the task at hand, as you may both be flexible in your approach.
- Take an appropriate amount of time to consider Simone's viewpoints and share your own when it's your turn.

Work Style

Simone may try to find balance between getting along and competing to get ahead, while you are naturally more competitive. You and Simone are likely both equally interested in working in conventional or more experimental ways.

Tips

- If you find that you need to increase Simone's comfort with competing as a team to achieve shared goals, try framing the activity as friendly competition.
- Ensure you discuss how you will share tasks each time there is a chance, as your preferences for conventional or novel approaches may vary depending on the day.