

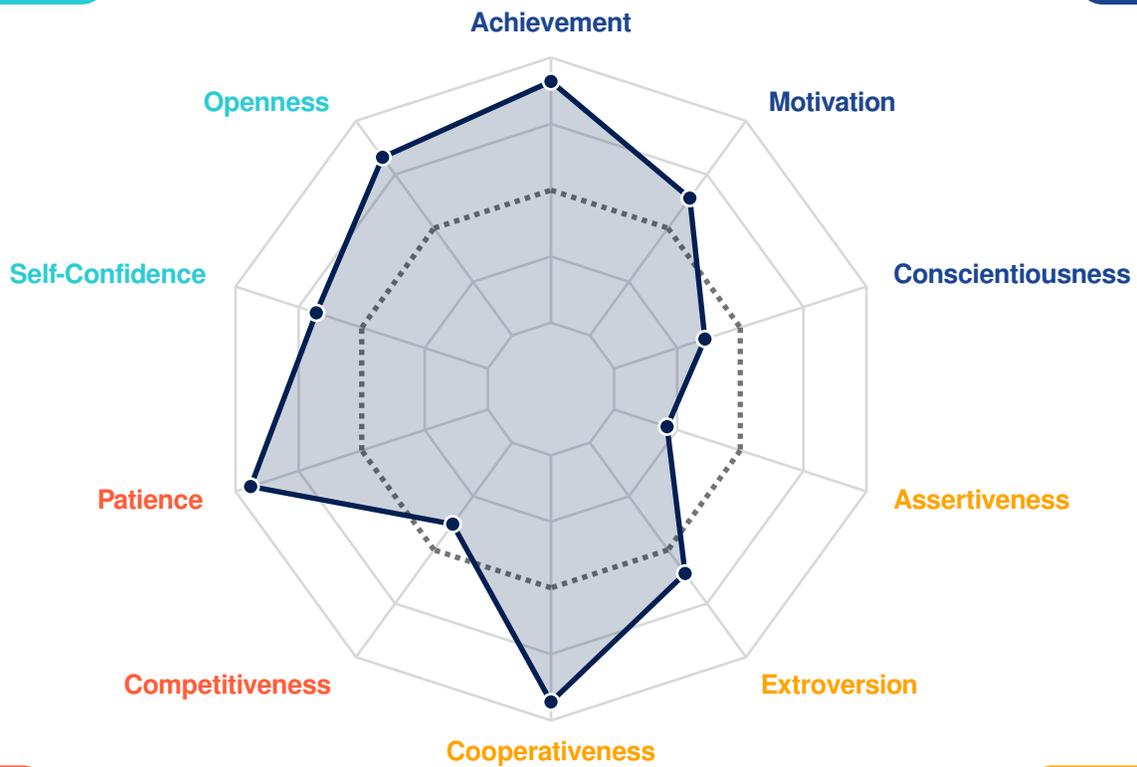
This score report is intended to be shared with the test-taker, and be used in a post-hire setting for the purpose of enhancing self-awareness, and encouraging growth and development. It may also be shared with Dylan's team members, manager and/or direct reports, if appropriate, so that new team members may become aware of Dylan's likely work styles and how his/her behavioural tendencies may influence interactions with team members in the workplace.

Dylan's Report Summary

Dylan General Population

Attitudes & Outlook

Work Habits



Temperament

Interaction Style

Notable Traits

You can be described as:

Goal-Oriented

Values achievement, sets goals, and prioritises achieving them

Cooperative

Values social harmony, inclined to seek common ground

Intellectually Curious

Creative and unafraid of experimentation, interested in learning and exploration

Patient

Accepting and tolerant of delays or challenges

Work, Communication & Interaction Style



Very Goal-Oriented.

As someone who tends to be driven by exceeding expectations, Dylan is likely to be seen as a high achiever. As a result, they are likely to have excellent follow-through on tasks when appropriately engaged.



Very Cooperative.

Dylan is likely to be very cooperative and obliging, which suggests that they will value harmony in a group situation as opposed to advancing their own interests. They are likely to place a strong emphasis on treating others fairly and with respect, which should see Dylan viewed as someone who is considerate, trustworthy, and perhaps even selfless. Cooperativeness is a trait well suited to service-oriented roles. In leadership roles, highly cooperative individuals are usually seen as sympathetic, kind, and considerate of how their decisions may impact their team. However, in some leadership and managerial roles very high agreeableness can also be a liability, as sometimes it may be necessary to make unpopular decisions, which may be uncomfortable for people very high on this trait.

Temperament, Attitudes & Outlook



Intellectually Curious.

Dylan is significantly more open to new experience than the average person. Individuals with high Openness scores tend to embrace exploration and learning and may have a wide range of interests. Inclined to favour novel experiences over routine, Dylan may be inclined to embrace change, engage in self-reflection, and may be more creative and imaginative than most, as Openness has been linked to both artistic and scientific creativity.



Very Patient.

Dylan is likely to be extremely tolerant of others and understanding of different viewpoints. Others may describe them as being calm and level-headed when under pressure, and unruffled by challenges and setbacks. They tend to have a relaxed outlook on life and come across as easy-going, but this may mean that others perceive them as not acting with urgency.

Strengths & Potential Challenges

Strengths

- Dylan is likely to possess a very strong drive to achieve. As a result, they are likely to have excellent follow-through.
- Typically agreeable and cooperative, Dylan has a congenial work persona that generally makes for harmonious relations with co-workers and team members.
- Highly cooperative individuals like Dylan will go out of their way to accommodate other people and will generally put the needs of others before their own. Dylan is likely to be highly manageable and coachable, with a profile well suited to service-oriented roles.
- Ambiverts like Dylan tend to be flexible enough to have potential suitability for a variety of roles, including those that put a premium on social interactions and those that do not.
- A high level of curiosity and willingness to experiment means that Dylan will be comfortable in roles that evolve or change over time, or that involve many different elements. Dylan may also exhibit creativity and "outside the box" thinking.
- Highly tolerant of others and easy-going by nature, Dylan is likely to bring a sense of calm and stability to collaborative tasks. They are likely to be more accepting of setbacks than most, and tend to be unruffled by the presence of stress or pressure.

Potential Challenges

- While Dylan's high drive for achievement may have led to many successes, they may be particularly uncomfortable with potential failure. This discomfort may drive them to overwork themselves or be overly perfectionistic at times, leaving them vulnerable to burnout.
- Congenial personalities who generally defer and are not prone to confrontation may have difficulty being direct and standing firm in their opinions when the situation requires it, leading to important issues being ignored.
- Highly cooperative individuals can sometimes place too much emphasis on accommodating everyone's needs. In leadership roles, Dylan may need to make tough decisions that do not suit everyone in the team - this may be challenging for them.
- Roles that are very narrowly defined or don't involve an opportunity for a learning trajectory may be less appealing for Dylan.
- Given Dylan's highly tolerant and relaxed nature, they may find it uncomfortable if required to act with a great sense of urgency when the situation calls for it.

Development Suggestions

Work Habits

Dylan may benefit from being challenged to achieve even greater effectiveness in a role and to look continuously for challenging opportunities to further refine their strengths and apply them for greater impact. Dylan is likely to excel, even when set goals seem difficult to achieve.

Attitudes & Outlook

Being creative and intellectually curious is a great asset in many fields. But Dylan must also realise that there is no need to use a complex solution when a simple one will do. Making sure that their 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.

Interaction Style

Dylan is by nature congenial and has a tendency to defer to others at times. Listening to others' opinions is important, but there are times when congenial people will be best served by asserting themselves, even if it doesn't come naturally, in order to achieve the best outcomes.

Dylan is likely someone who will put other people's needs before their own. This is likely to make them a cooperative team player. However, they will be well served by remembering that there are times where they need to put their own interests first. In doing so, they may be better positioned to help others as well as themselves.

Effective performance is often a combination of getting things done and interacting well with others. There are times when remaining focused on getting work done is the best approach and times when spending more time engaging with others is beneficial. It may benefit Dylan to take a moment to consider the right balance for their role and where they may need to rebalance.

Temperament

Given Dylan's highly tolerant and patient nature, they are likely to feel uncomfortable being rushed or pressured by others into taking immediate action. Their prioritisation of stable and calm relationships can mean they are unlikely to tell others when they have disappointed them. Understanding that their time, effort, and opinions are valuable may help increase their comfort with voicing their opinions when others don't meet their expectations.

Workplace Stressors & Motivators

The following section relates common workplace situations to Dylan's behavioural preferences, to better understand how Dylan's potential may be best realised. 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 Dylan.

