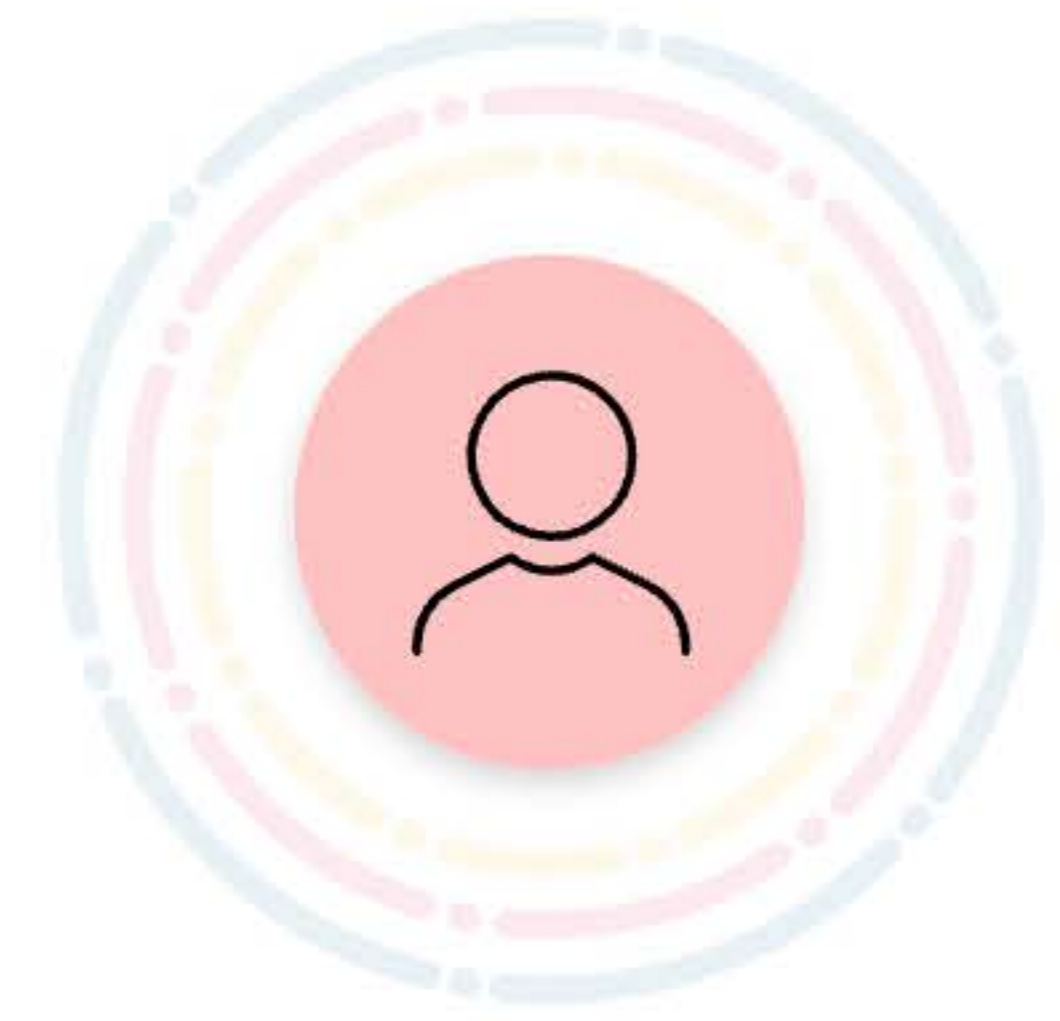




## Overview

Based on your responses, your natural tendencies, work drivers, and essential traits have been combined here for a comprehensive view of you.

At a glance, you might be more adventurous and inquisitive than others and enjoy working with your hands or understanding how things function. You may also be comfortable solving complex problems and learning new information with little guidance on the job.



### Highly Open-Minded

Inquisitive

Innovative

Original



Being highly open-minded, you are likely to:

- Be interested in exploring new ways of performing work
- Enjoy solving difficult or abstract problems
- Be intellectually curious and seek out information on many subjects



At work, as someone who is highly open-minded, you might:

- Challenge organizational traditions or ways of performing tasks
- Suggest unconventional or innovative ideas
- Attempt to understand the root of a problem



### Driven by Hands-On Work

Applied

Active

Practical



You might enjoy jobs that involve:

- Using your hands or working with tools
- Solving clearly-defined problems
- Large amounts of autonomy and independence



Look for jobs that allow you to:

- Understand how systems, objects, and products function
- Manipulate tools or technology to perform tasks
- Manage your own workload



### Strong Problem-Solver

Analyzing

Understanding

Solving



As a strong problem-solver, you are likely to:

- Be more comfortable solving complex or abstract problems than others
- Quickly learn new information with little to no guidance
- Be comfortable having to think critically



At work, a strong problem-solver might:

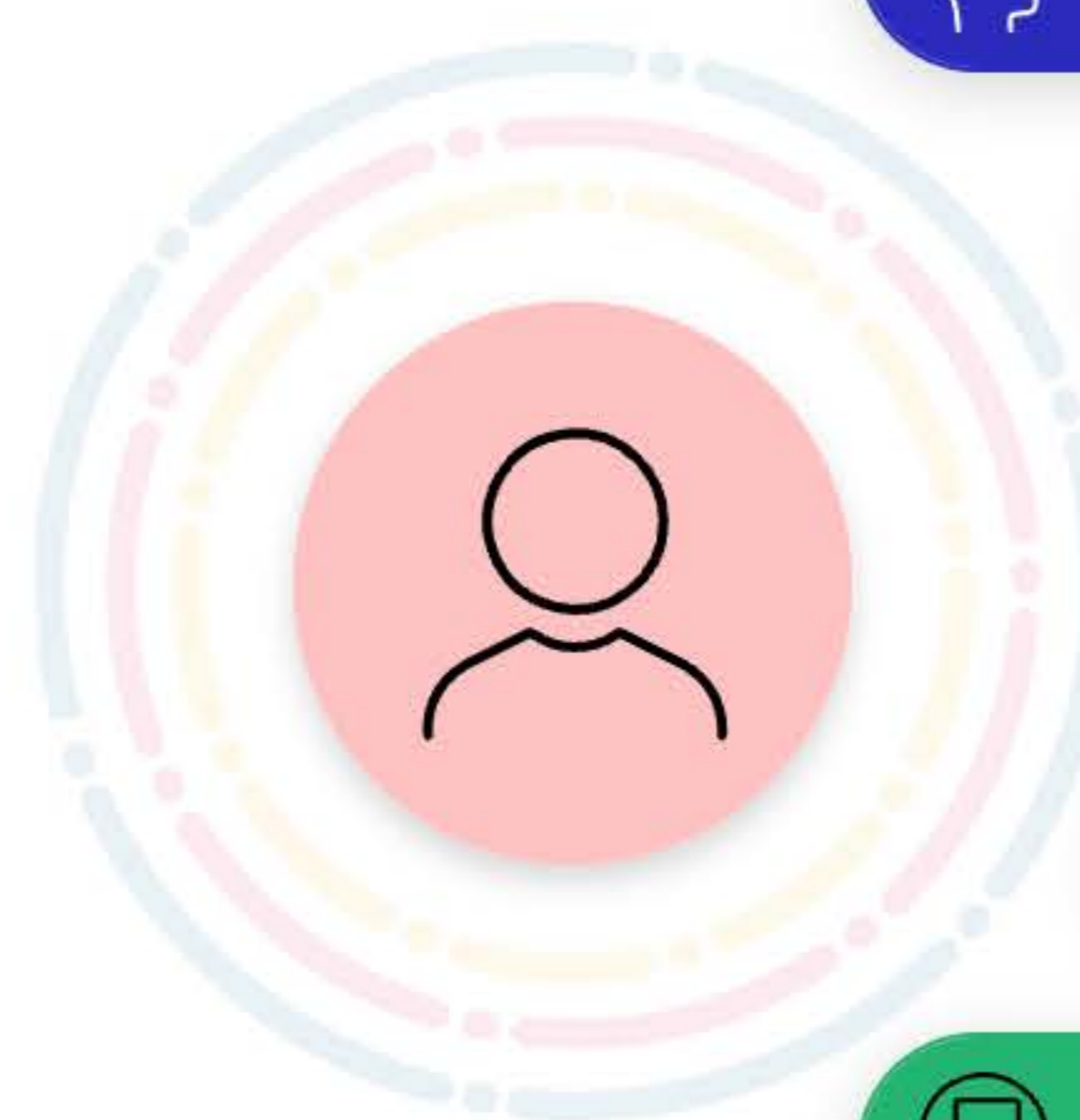
- Apply knowledge obtained outside the job to solve problems
- Be comfortable performing new tasks with little instruction
- Require less guidance than others to understand tasks or responsibilities

## Know & Grow

Use this section to gain an understanding of your behavioral tendencies and preferences toward specific work activities. These results provide insight into how you will likely interact with others and the types of activities most likely to satisfy you.

### Your Natural Tendencies

Based on your responses to our assessment questions, we have determined how you compare to others on five factors measuring natural tendencies. These tendencies are neither good nor bad, but they describe some likely behaviors and give insight into how you may interact with others on the job.



Open-Minded

Composed

Spontaneous

Helpful

Reserved



#### Highly Open-Minded

Inquisitive Innovative Original

Being highly open-minded, you are likely to:

- Be interested in exploring new ways of performing work
- Enjoy solving difficult or abstract problems
- Be intellectually curious and seek out information on many subjects

At work, as someone who is highly open-minded, you might:

- Challenge organizational traditions or ways of performing tasks
- Suggest unconventional or innovative ideas
- Attempt to understand the root of a problem

Possible growth opportunities:

- Spend time evaluating if a suggestion or idea is practical
- Consider that existing procedures may be more efficient than new ones



#### Highly Composed

Patient Confident

Even-Tempered

Being highly composed, you are likely to:

- Be confident in your abilities
- Feel more relaxed than others when confronted with obstacles
- Be comfortable accepting constructive feedback from others

At work, as someone who is highly composed, you might:

- Be patient and easy-going with others
- Approach work in a relaxed and confident manner
- Be more likely to remain calm under pressure

Possible growth opportunities:

- Evaluate when tasks might require a more urgent response
- Take time to consider the potential risks of an idea or plan



#### Highly Spontaneous

Flexible Casual Bold

Being highly spontaneous, you are likely to:

- Be comfortable in less organized environments than others
- Make quick or spur of the moment decisions
- Have a more relaxed and casual pace

At work, as someone who is highly spontaneous, you might:

- Have a more flexible and unstructured approach to work
- Be comfortable performing shorter, more varied tasks
- Prefer tasks that require less attention to detail

Possible growth opportunities:

- Take time to build a list of priorities before beginning new projects
- Evaluate when tasks require more organization or attention to detail



#### Highly Helpful

Agreeable Personable Customer-Oriented

Being highly helpful, you are likely to:

- Be helpful and responsive to the needs of others
- Take others' feelings into consideration before acting
- Respect and trust others

At work, as someone who is highly helpful, you might:

- Go out of your way to assist coworkers and customers
- Be sincere and pleasant when interacting with others
- Accommodate the needs of others

Possible growth opportunities:

- Remember to remain objective when it comes to the value of your time
- Don't shy away from disagreeing when necessary



#### Moderately Reserved

Introverted Private Modest

Being moderately reserved, you are likely to:

- Be more comfortable than others out of the spotlight
- Speak up in smaller social settings
- Enjoy your privacy more than others

At work, as someone who is moderately reserved, you might:

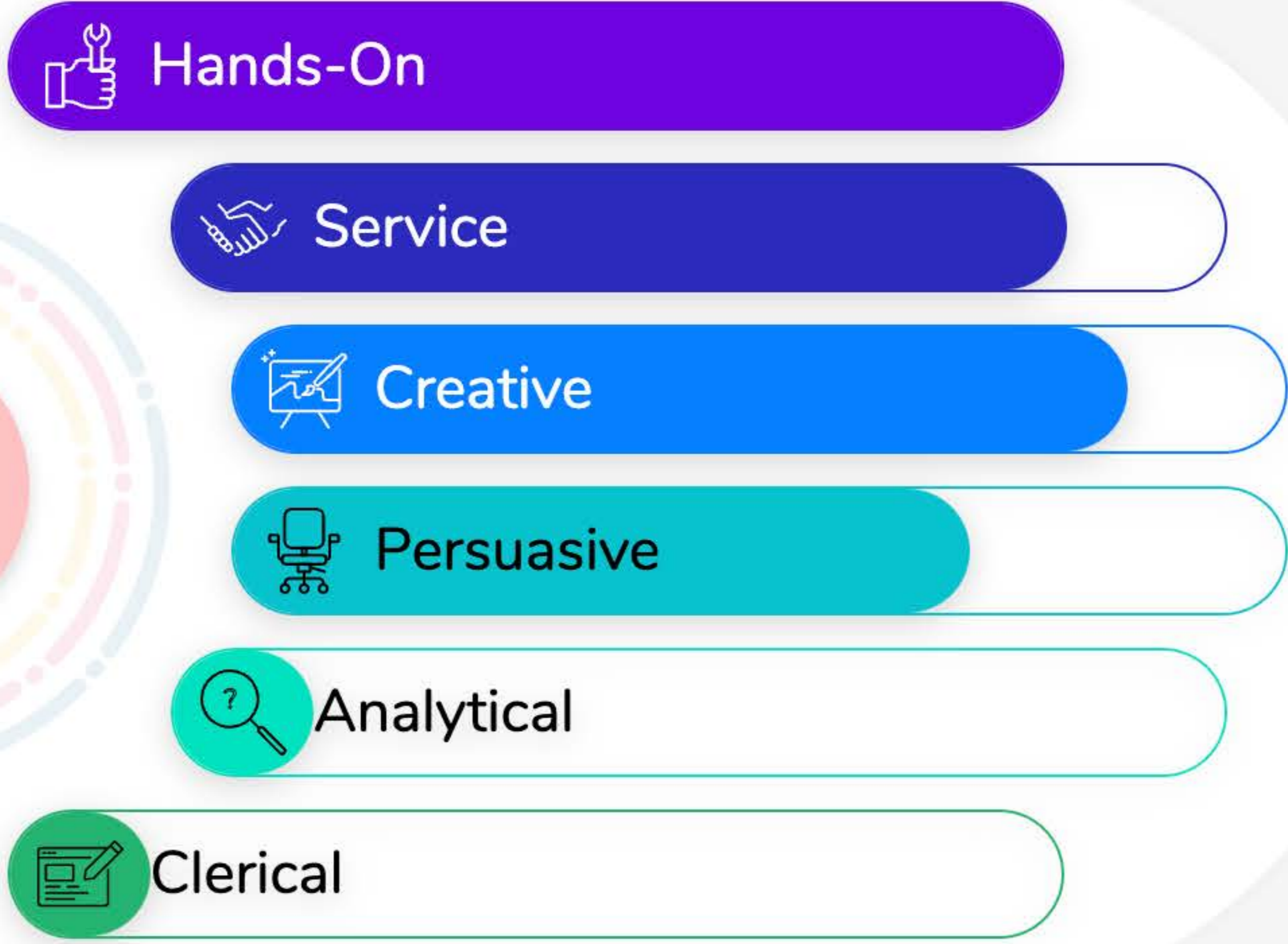
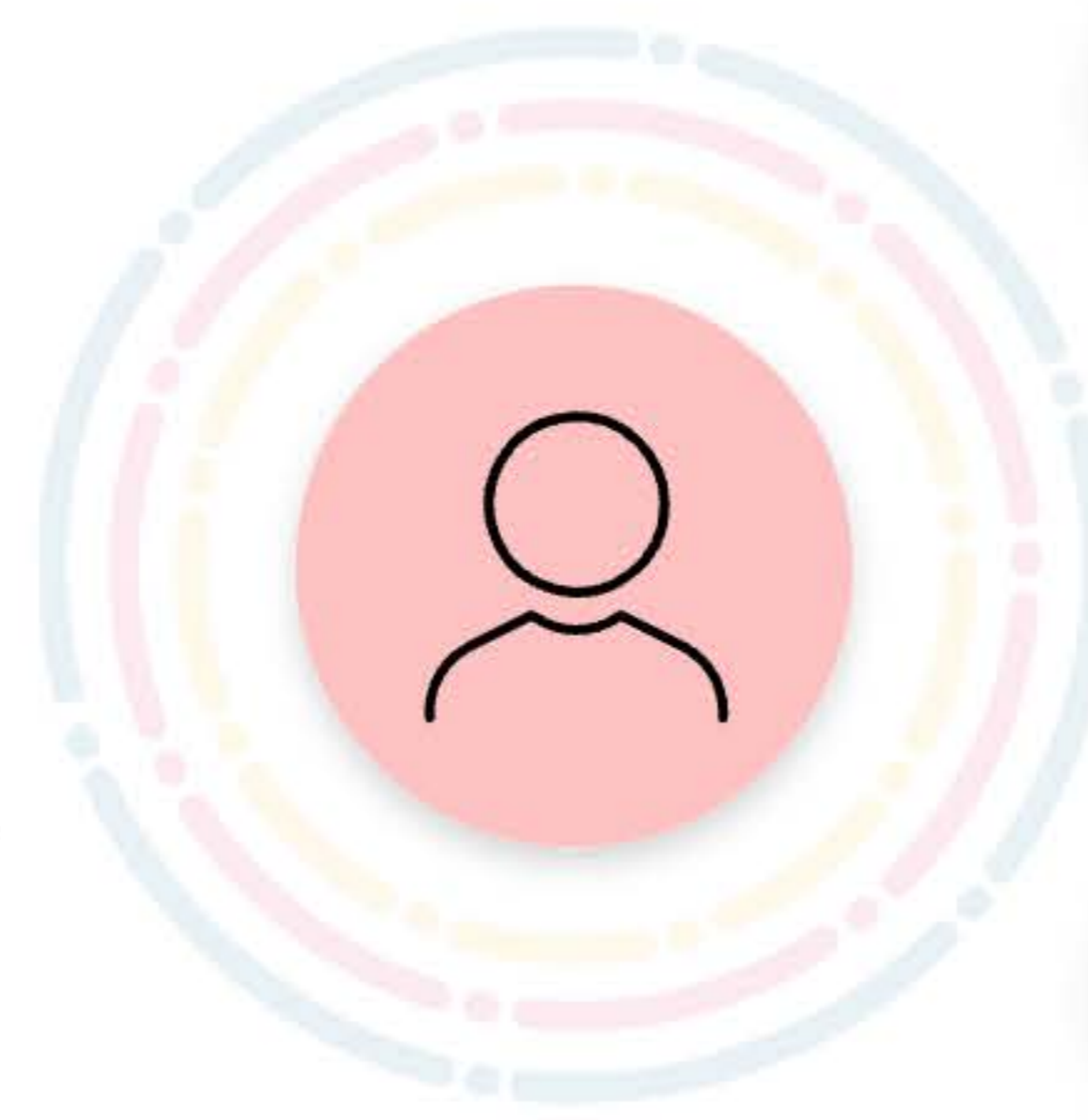
- Listen attentively to coworkers and customers
- Prefer using email or other indirect means of communication
- Prefer tasks with little social interaction

Possible growth opportunities:

- Consider when it is necessary or beneficial to speak up at work
- Identify when a direct communication style is most appropriate

# Your Personal Drivers

We took your answers to our assessments and determined your interest level in six common drivers at work. These drivers indicate the types of activities you may enjoy performing on the job. The more interested you are in a particular driver, the more likely you are to be satisfied performing associated activities.



## Driven by Hands-On Work

Applied Active Practical



You might enjoy jobs that involve:

- Using your hands or working with tools
- Solving clearly-defined problems
- Large amounts of autonomy and independence



Look for jobs that allow you to:

- Understand how systems, objects, and products function
- Manipulate tools or technology to perform tasks
- Manage your own workload



Jobs associated with this driver include:

- Automotive Engineers
- Electricians
- Computer Network Specialists
- Commercial Drivers
- Manufacturing Workers



## Interested in Service Work

Thoughtful Generous Caring



You might enjoy jobs that involve:

- Providing service or support to others
- Interacting frequently with coworkers or customers
- Teaching or caring for others



Look for jobs that allow you to:

- Contribute to or improve the well-being of others
- Spend time educating or mentoring others
- Assist others by answering questions or providing support



Jobs associated with this driver include:

- Physical & Occupational Therapists
- Registered Nurses
- Elementary and Secondary Teachers
- Dental Hygienists
- Food Servers



## Interested in Creative Work

Artistic Expressive Imaginative



You might enjoy jobs that involve:

- Being innovative or creative
- Expressing ideas, emotions, or feelings
- Designing original work



Look for jobs that allow you to:

- Suggest new or innovative ways of performing tasks
- Produce engaging or visually pleasing work
- Work in a flexible or unstructured work environment



Jobs associated with this driver include:

- Architects
- Graphic Designers
- Film & Video Editors
- Hairstylists & Cosmetologists
- Models & Actors



## Indifferent to Persuasive Work

Convincing Energetic Talkative



You might not enjoy jobs that involve:

- Selling products or services
- Persuading or gaining buy-in from others
- Focusing on profit and productivity



You might not be driven by jobs that require you to:

- Close sales and generate revenue
- Influence others
- Receive performance-based rewards



## Uninterested in Analytical Work

Data-Driven Scientific Methodical



You might not enjoy jobs that involve:

- Solving complex or abstract problems
- Researching or learning about new concepts
- Working in a methodical and precise manner



You might not be driven by jobs that require you to:

- Analyze data or identify trends
- Learn the technical details of products or services
- Participate in continuous learning



## Uninterested in Clerical Work

Structured Disciplined Thorough



You might not enjoy jobs that involve:

- Administrative or clerical duties
- Following standardized procedures
- Performing routine and predictable tasks



You might not be driven by jobs that require you to:

- Meet consistent and predictable goals
- Complete tasks by following established procedures or steps
- Compare your work to established benchmarks or standards

## In Action

Use this section to understand your preferences towards certain work environments, behavioral tendencies, and comfort with different types of problems. Leverage these findings when considering your next job offer and evaluating how much using any of these skills may be asked of you.

All positions require varying amounts of problem-solving, teamwork, and leadership. While some positions may not require working closely with others, leading teams, or solving complex problems, these traits are often described as important by employers. Our assessments provide insight into your preference towards taking leadership roles, tendency to work on a team, and comfort with solving problems.



### Strong Problem-Solver

- Analyzing
- Understanding
- Solving



As a strong problem-solver, you are likely to:

- Be more comfortable solving complex or abstract problems than others
- Quickly learn new information with little to no guidance
- Be comfortable having to think critically



At work, a strong problem-solver might:

- Apply knowledge obtained outside the job to solve problems
- Be comfortable performing new tasks with little instruction
- Require less guidance than others to understand tasks or responsibilities



Problem-Solving Strategies:

- Challenge yourself by attempting to solve difficult or novel problems
- Practice sharing your problem-solving approach with others



### Highly Team-Oriented

- Collaborative
- Team-Player
- Cooperative



Being highly team-oriented, you are likely to:

- Be comfortable working closely with others
- Take genuine interest in the people around you
- Trust and forgive others



At work, as someone who is highly team-oriented, you might:

- Seek out opportunities to be part of a team
- Enjoy offering assistance to others
- Maintain good relationships with coworkers and customers



Balancing your tendencies:

- Assess if tasks can be completed more efficiently without involving others
- Remember to balance helping others with your own workload



### Indifferent to Leadership

- Take-Charge
- Directing
- Decisive



You might not enjoy jobs that involve:

- Making decisions that impact the whole team
- Having to be in charge of others
- Being responsible for the work of your team



You might not be driven by jobs that require you to:

- Direct or assign the tasks of other employees
- Influence the actions of others
- Be in charge of important projects



Jobs associated with leadership include:

- Chief Executives
- Project Managers
- General and Operations Managers
- First-Line Supervisors
- Team Leaders