Lerin's Workplace Insights

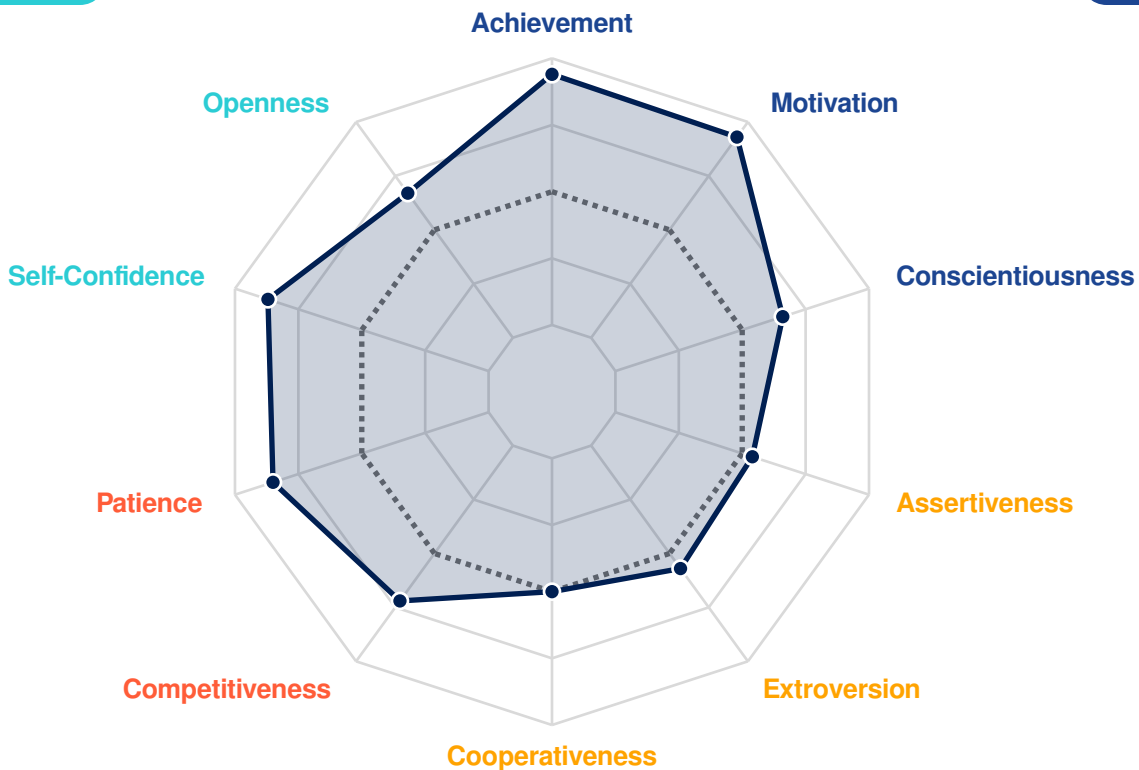Test Date: Aug 16, 2024

Criteria

Welcome to your Workplace Insights report. You were asked to take assessments powered by Criteria Corp, and this report provides an overview of your personalized 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.

Lerin's Report Summary

Lerin ☐ · General Population ⬚

Attitudes & Outlook

Work Habits

Achievement

Openness

Motivation

Self-Confidence

Conscientiousness

Patience

Assertiveness

Competitiveness

Extroversion

Cooperativeness

Temperament

Interaction Style

Notable Traits

You can be described as:

Goal-Oriented
Values achievement, sets goals, and prioritizes achieving them

Moderately Assertive
Generally comfortable either taking the lead or following others in work settings

Patient
Accepting and tolerant of delays or challenges

Self-Confident
Self-assured and secure

Work, Communication & Interaction Style

Very Goal-Oriented.

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

Very Motivated.

You are likely to have a very strong inner drive, which should see you viewed as driven and committed. Team members will generally describe you as motivated to achieve your goals.

Moderately Assertive.

You are moderately assertive; you can be forceful on occasion but will also be comfortable taking the lead from others in many work situations. Your co-workers will probably notice that when moderately assertive individuals like you express yourselves directly, it most likely means you genuinely feel strongly about a subject.

Temperament, Attitudes & Outlook

Patient.

You have a behavioral style and demeanor that is likely tolerant of frustrations stemming from delays or setbacks. This can be an asset in fields that involve tasks such as resolving customers' disputes or navigating conflict-laden situations.

Self-Confident.

You are generally self-assured and confident. You likely have faith in your abilities and are not overly prone to self-doubt.

Strengths & Potential Challenges

Strengths

- You are likely to possess a very strong drive to achieve. As a result, you are likely to have excellent follow-through.

- You are a highly motivated person with a strong inner drive.

- Neither consistently assertive nor overly deferential, you will be assertive in some situations and not in others.

- Ambiverts like you tend to be flexible enough to have potential suitability for a variety of roles, including those that emphasize social interactions and those that do not.

- You are well positioned to cope with frustrations when faced with setbacks or challenges in task completion.

- A high level of self-confidence suggests you will generally be free from self-doubt.

Potential Challenges

- While your high drive for achievement may have led to many successes, you may be particularly uncomfortable with potential failure. This discomfort may drive you to overwork yourself or be overly perfectionistic at times, leaving you vulnerable to burnout.

- Too much patience can be a liability in certain fields where urgency is required.

Development Suggestions

Work Habits

Highly achievement-oriented by nature, you will likely benefit from taking on particularly challenging tasks to further optimize your effectiveness in a role. Taking on these challenges may also further refine your strengths and enable you to apply them for even greater impact.

Your strong inner motivation and drive are likely to see you do well in a variety of tasks, even in tasks that you do not find intrinsically enjoyable. This strong inner drive can be best utilized in high impact activities where your motivation should see you achieving strong outcomes.

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

When approaching a new task you may feel more confidence than is warranted. It's important to ensure that your confidence and self-assurance do not inhibit your willingness to prepare in advance. Often, success is the result of planning and effort.

Interaction Style

Some interactions call for a more direct approach, whereas others may require a gentler touch. When engaging with others, you should make sure to consider the situation, the people involved, and the context to help you determine the level of directness that is warranted.

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 you to take a moment to consider the right balance for a particular job and where you may need to rebalance.

Temperament

While patience can be a virtue, so is knowing when to change course. Sometimes we all stick with an activity or a solution that no longer adds value or where success is unlikely. While tenacity and perseverance are important, it can be equally important to know when to change direction and use a different approach. Your time and effort are valuable, and efforts should be expended where they add the greatest value.

Workplace Stressors & Motivators

The following section relates common workplace situations to your behavioral preferences, to better understand how your potential may be best 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.

	Not at all comfortable	Somewhat comfortable	Extremely comfortable
Having to work alone		●	
Open discussions		●	
Rigid enforcement of rules		●	
Change in workplace expectations or job duties		●	
A narrowly defined role		●	
Having clear and well articulated goals			●
Being exposed to frequent conflict		●	
Taking the lead in group settings		●	