

Individual Report



Amy Lewis

Assessment Date: **January 9, 2020**

Company: **Fit First® Technologies Careers**

Introduction

What is the Individual Report?

The outcomes in this Individual Report are taken from the results of the Job Fit Questionnaire that Amy Lewis completed. This report is written specifically about Amy – not in relation to how Amy fits with a specific job role, but simply who Amy is as an individual and the unique traits, attitudes and tendencies Amy would bring to **any** job.

Research shows that the people who are more successful in their career are often those who are self-aware and understand their own strengths and interests, as well as their non-strengths and the things that are of less interest to them. They use that information in a deliberate, proactive way to help steer their career towards roles that align well and build on their strengths and interests.

The insights contained in this report can be relied upon to help both the individual and a prospective employer align the individual and the role at a deeper, more fulfilling and productive manner.

How Can I Use It?

Beyond simply reading the attached report, there is a really good way to put this information to work. We suggest that Amy sit down with a copy of this with two different color pens or highlighters. Ask Amy to:

1. Read the report once, all the way through.
2. After taking a moment to digest the comments, start again at the beginning.
3. In one color, highlight the comments that describe attributes that Amy sees as strengths in their current or most recent role, and then jot down specific examples to discuss.
4. In the other color, highlight statements that describe attributes that have been non-strengths, or that may even have caused problems on the job. Again, jot down specific examples. The highlighted comments will be useful discussion points in your next conversation.

If you are Amy, the insights gained from this exercise may be helpful in giving you insights and examples you can build into your resume or cover letter, and that you can bring with you to help focus the conversation in an interview.

If you are an employer considering interviewing Amy, asking them to walk you through the highlighted sections and their comments could be a really good place to start the interview.

What's Being Measured?

Core Behavioral Traits:

What Is This?

This section is all about **'who you are'** – how you typically behave, what lights you up, what shuts you down, and how you likely respond in different situations. To measure this, we have looked at up to 25 different traits and characteristics.

Signature Traits

These are the things about you that are usually more easily noticed by others, because you display these traits in a way that is different than most people would. In general terms, these are your 'superpowers' – the things about you that are most remarkable, that others are likely to notice first about you, and that they will remember longest. They are likely to have a strong influence on your relationships, as well as the kinds of jobs that are likely to feel like a 'natural fit', vs. those that are just always going to feel like work.

The traits are laid out in declining order, beginning with your most pronounced traits.

It is important to stress that neither side of the table is good or bad – having more or less of a given characteristic is simply what makes you 'you'.

Other Traits

These are the traits that you display like 'most people'. In many respects, they would be things about you that others would find less remarkable. They can absolutely still be strengths, but they would be less noticeable to most people. These are also the areas where you may find it easier to 'flex' to accommodate the needs of a particular situation.

Critical Thinking & Reasoning:

What Is This?

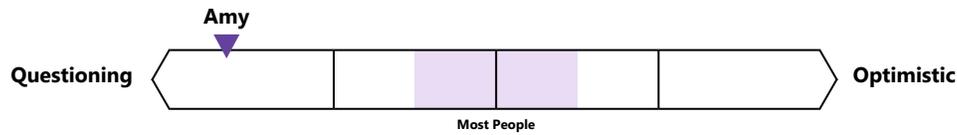
This section is best described as 'how you think'. You were presented with a series of math and word problems and asked to choose the answer you felt was correct. Based on your responses, it appears that:

- You are generally able to analyze large amounts of data with ease.
- You typically prefer an environment that allows you to solve complex problems on your own.
- Your strong analytical abilities typically result in sound decisions.
- You usually prefer to approach verbal and numerical data on your own and without the assistance of others.

Core Behavioral Traits:

OPTIMISM

Tendency to have a positive attitude regarding people and outcomes.

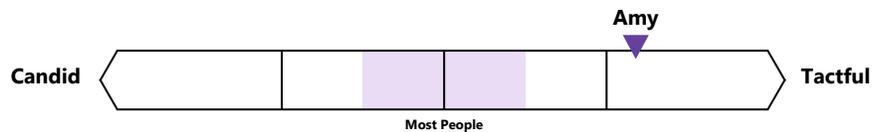


You display less of this trait than most people.

- You generally expresses guarded optimism regarding change.
- You are not easily fooled or misled. You tend to be inquisitive and not take things at face value.
- In unfamiliar situations, you generally adopt a wait and see approach.
- You may be cautious about trusting the intentions of others.

TACT

Tendency to consider the feelings of others when communicating.

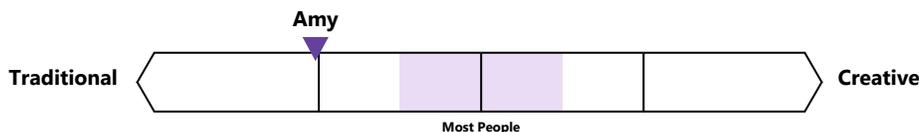


You display more of this trait than most people.

- You often mask your true feelings when you are expressing yourself to others in order to avoid interpersonal conflict.
- You tend to use discretion and common sense when you express your feelings to others in order to avoid offending others.
- You often tend to be careful about what you say and sometimes even retain information in order to spare the feelings of others.
- You generally consider the feelings of others before expressing your thoughts.

CREATIVITY

Degree to which an individual uses imagination and intellect to produce novel and original products, ideas, or task solutions.



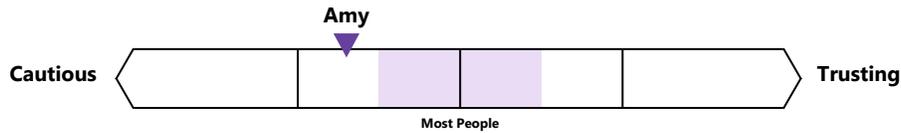
You display less of this trait than most people.

- You usually stick to conventional methods when problem solving.
- You tend to be the most successful at your work when using instructions or guides to complete a task.
- You generally are not interested in designing new or innovative ways of completing a task.
- You are not typically driven to explore innovations or new ways of getting things done.

Your Other Traits & Attributes:

ASSURANCE

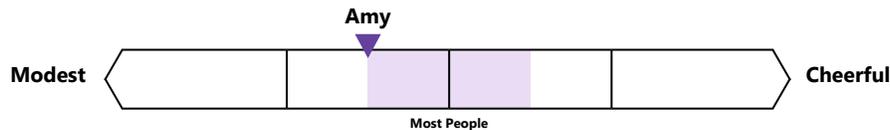
Tendency to rely on and be confident in the integrity and ability of others.



- You are generally trusting of people, once you have evidence that their intentions are good.
- Although you are generally trusting of others, you will closely monitor their actions.
- You find it somewhat difficult to delegate tasks to other people and usually follow closely behind them, checking their work.
- While you can place your trust in others, you prefer to rely on your own experience and instincts.

HAPPINESS

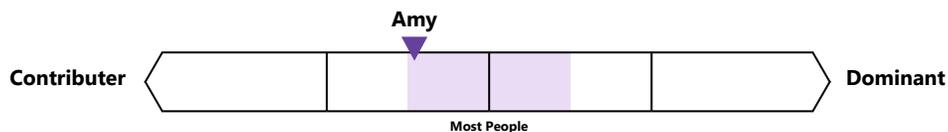
Tendency to maintain a mental or emotional state of well-being characterized by positive or pleasant emotions ranging from contentment to intense joy.



- Even when several positive things happen, you may tend to focus on the one negative thing that occurred.
- You are sometimes discouraged by stressful situations and may have difficulty seeing the positive side of things.
- Minor unfortunate circumstances can easily put you into a negative mood.
- You sometimes find it difficult to work through challenges without encouragement from others.

CONTROL

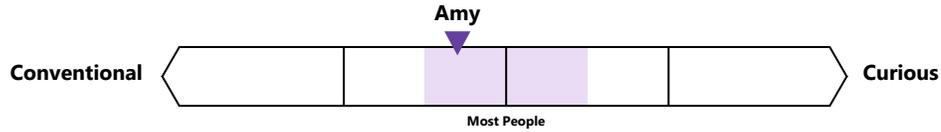
Tendency to take charge of people and situations. Leads more than follows. It is often associated with expressing confidence.



- You don't feel compelled to be the leader every time, but you are comfortable stepping into that role when required.
- You are careful about being overly assertive, tending to be more of a facilitator than an influencer.
- You are happy to be part of a team, working on a project.
- When you are leading a project, you prefer a collaborative approach, leading from within the team rather than directing it.

OPENNESS

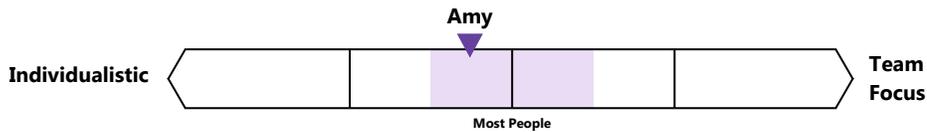
Willingness to try new ways of doing things.



- You are capable of accepting change on occasion, but you prefer to apply practices which have worked for you in the past.
- You favor the familiarity of traditional methods, but will adapt to new methods when required.
- You are generally able to accept non-traditional ways of doing things.
- You enjoy following a routine, but are able to make small changes when the need arises.

TEAMWORK

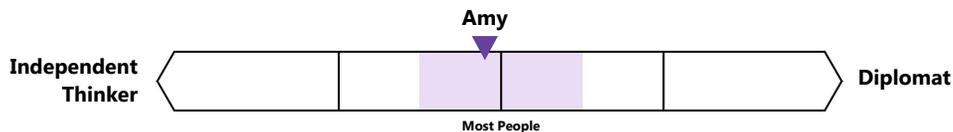
Willingness to work as a group member toward the attainment of a common objective.



- You are generally able to listen to others' opinions, but you would ultimately prefer to do things your way in the end.
- Although you usually think you are more successful working towards a goal on your own, you are capable of working with a team to achieve a goal when the need arises.
- Although you generally prefer not to work in a group setting, you find it easier when the group's objectives support yours.
- Although you usually prefer to take full credit for completing a task, you realize you need to give credit to the group when they contributed.

AGREEABLENESS

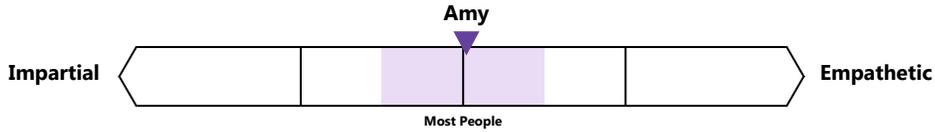
Tendency to be friendly, approachable, and easy to get along with.



- You often prefer to work towards your own goals rather than the goals of the group.
- You sometimes find it challenging to work with others and come to a consensus.
- Your tendency to challenge rules may sometimes get you in trouble.
- You are comfortable challenging group consensus when working toward a collective goal.

COMPASSION

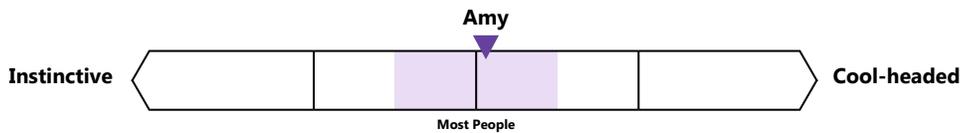
Willingness and ability to identify with, or vicariously experience, the feelings and emotions of others.



- You may not fully consider the impact your decisions might have on other people.
- There are times when your decisions are influenced by the thoughts and feelings of others.
- In order to move forward you sometimes allow yourself to downplay the thoughts and feelings of others.
- You may have a tendency to put accomplishing goals before the feelings of others.

STABILITY

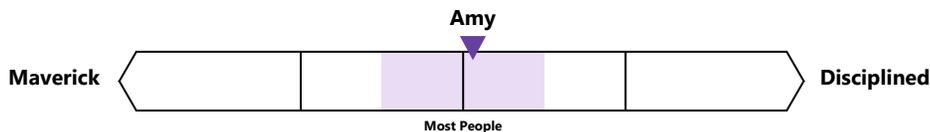
Degree to which one reacts positively to negative or stressful situations.



- Although your approach to problem solving is usually objective, you are able to make decisions based on instinct when necessary.
- Your preference to make careful decisions is sometimes compromised when the situation is out of your control.
- Although you are usually good at keeping your composure, you sometimes find it challenging to contain your emotions during stressful situations.
- You tend to be organized and calculated in your decision-making, but you are capable of acting on impulse when pressured.

COMPLIANCE

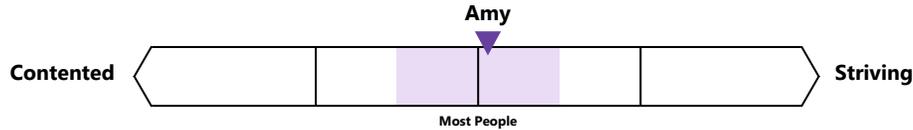
The degree to which an individual is willing to follow policies, external controls and supervision, and to work within the rules.



- You recognize the importance of rules and regulations most of the time.
- You are usually willing to accept outside input and guidance.
- You are usually receptive of those in authority, however, you may question their decisions on occasion.
- You don't mind being micro-managed some of the time.

AMBITION

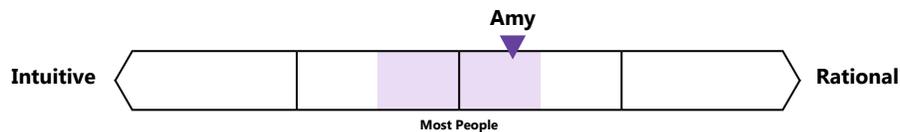
Willingness to do whatever it takes to attain a personal goal, often even at the expense of others.



- Even if you are financially secure in your current position, you are still driven by the idea of obtaining a higher status position.
- Although you are generally interested in improving your skill set, you will only seek personal development opportunities that align with your goals.
- The additional responsibilities of higher positions sometimes deter you from seeking them.
- Although you are interested in ways to advance your career, you typically will not do things that could hinder someone else's opportunities.

ACUMEN

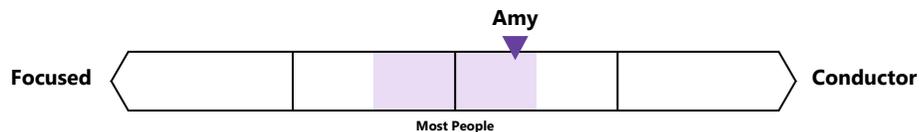
Tendency to use logic and objective information in decision-making process.



- When time is of the essence you quickly consider all the information at hand and usually make your decision based on the facts while also considering your gut reaction.
- You often tend to utilize a combination of information from others as well as your intuition when making decisions.
- In emergency situations, you tend to use objective information but you will also consider your instincts.
- Your conclusions often rely on facts when you are required to make a quick judgment.

EXTRAVERSION

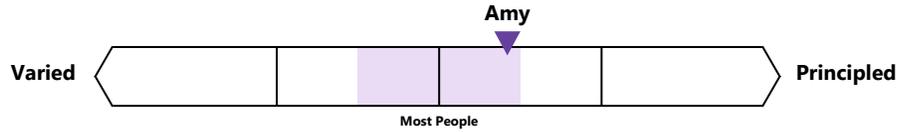
Degree to which one requires social interaction and authority.



- You enjoy interacting with others most of the time.
- Although you prefer to work in a group setting where you have the opportunity to interact with others, you are able to work alone with limited contact for short periods of time.
- When working in a group setting you usually prefer to take the lead.
- You generally look forward to events where you have the opportunity to interact with others.

RELIABILITY

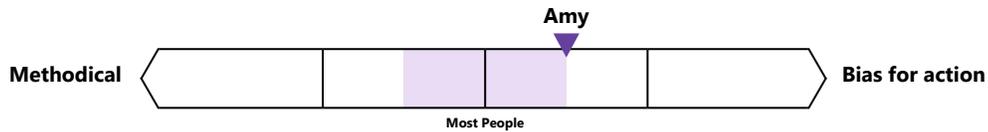
Tendency to behave in an uncompromising and consistently honest, moral, and ethical manner.



- Although you pride yourself in telling the truth, you sometimes withhold information if it won't harm anyone.
- You find it difficult to ignore when someone flagrantly breaks the rules.
- You are generally capable of keeping sensitive information secure, but at times you may find it difficult.
- You generally prefer to be genuine and truthful, but you feel there may be situations in which full disclosure could be counter-productive.

DECISIVENESS

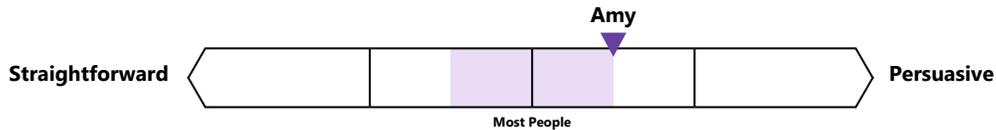
Reflects how confident someone is in accepting the risk of making a decision in a timely fashion using what information is available at the time.



- You have little difficulty making decisions using information that is readily available.
- You generally are capable of making day-to-day decisions in a timely manner.
- You don't mind taking risks in your decision-making on occasion.
- Although you are usually confident in your decision-making ability, you sometimes prefer to evaluate all aspects of a situation before taking action.

INFLUENCE

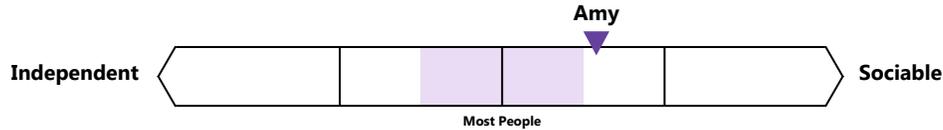
Tendency to focus activities on persuading others to follow or work with them in attaining objectives.



- You enjoy taking the lead, working to secure the support of others.
- When needed, you are able to use your skills in persuading others to see your viewpoint.
- While you appreciate the importance of persuading others to follow your lead, you are able to act without their approval.
- You are usually able to persuade others that your ideas and actions are integral to the achievement of group objectives.

SOCIABILITY

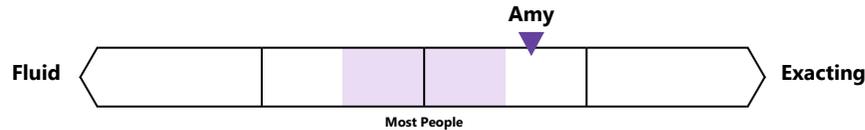
Tendency to be outgoing and people-oriented.



- Although you generally enjoy working with others on projects, you do appreciate the chance to work alone on occasion.
- You enjoy attending social functions and interacting with others on occasion.
- Although you can easily initiate conversations with others, you are sometimes shy at large social functions.
- While you have a moderate network of friends, you usually don't need social interaction on a daily basis.

CONSCIENTIOUSNESS

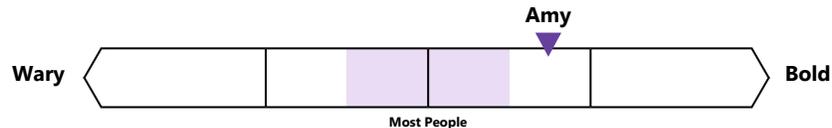
Tendency to strive for perfection, sometimes at all costs.



- Although you prefer to analyze all data regarding options before beginning a task, you can take action without all the information on occasion.
- While you prefer to be precise in your actions, you can take the big picture into account when necessary.
- You generally prefer to plan your actions but can be spontaneous occasionally.
- You are most comfortable when there are some policies and procedures to follow.

ADVENTUROUSNESS

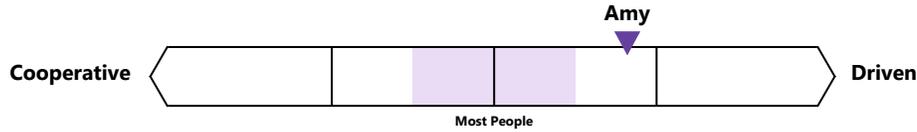
Tendency to have a need for exciting or unusual experiences which may be bold and risky undertakings with uncertain outcomes.



- Although you usually enjoy riskier projects, you don't mind low risk projects on occasion.
- While you do not always avoid risky activities, you may need encouragement to accept risk blindly.
- Although you typically enjoy new and exciting activities, you appreciate routine sometimes.
- While you prefer working on challenging tasks with unpredictable outcomes, you appreciate situations that allow for certainty on occasion.

AUTONOMY

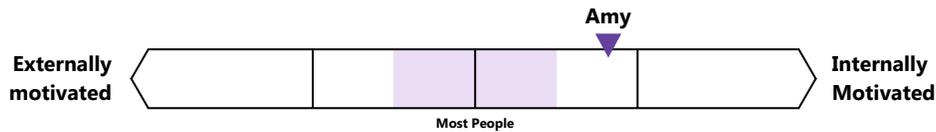
Tendency to be self-reliant, self-directed, and to take independent action, making own decisions.



- You do your best work when you have some freedom to decide how it should best be done.
- You typically are not fond of taking direction from others, but realize you need to sometimes.
- Although you appreciate the opportunity to work independently, you are capable of working with others when the need arises.
- Being under close supervision sometimes hinders your ability to complete tasks.

RESOLVE

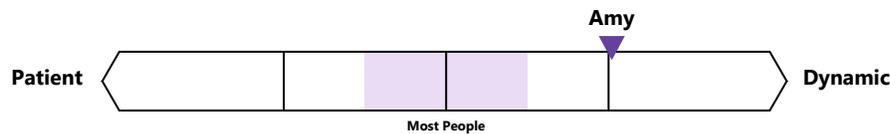
Willingness to work for the intrinsic benefit of work and its ability to enhance character.



- Your drive comes from the need to be successful, however, you appreciate the external rewards that come along with it.
- You typically find the intrinsic satisfaction you get from working more motivating than the external recognition.
- Even if you were financially stable and did not have to work, you would still work some of the time in order to feel a sense of personal accomplishment.
- The internal satisfaction you get from completing tasks is usually enough to drive you to complete your work in a timely manner.

INTENSITY

Level of drive and/or restlessness one exhibits.



- You often enjoy the challenge of working on multiple tasks at once.
- You generally have a strong desire to devote the majority of your energy to the task at hand.
- You are typically able to meet deadlines in a timely manner, and at a faster pace than others.
- Your tendency to jump on fresh challenges can sometimes result in old tasks not being fully completed.