PERSONALITY GUIDE

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ABOUT THIS REPORT

Good&Co's Personality Guide measures an individual's personality, using a model of eight primary factors describing the individual's character and performance at work. Our framework is based on the widely accepted Five Factor Model (FFM) of personality; in addition, we measure three further facets of personality, including emotional intelligence and motivation. These additional factors, which are highly relevant to workplace psychology, are not currently addressed by the FFM.

We focus on six principle work styles, namely: interaction, thinking, organizational, leadership, motivation and adjustment. These work styles describe Disan's approach to work and problem solving, interpersonal communication, stress-tolerance and drive.
Also presented are areas of strength and points for improvement associated with Disan's personality profile.

The report compares Disan's score on each measured trait with the population average of 3+ million Good&Co users.

Using this report can ultimately help you to:

1. See how your personality compares to the general public;

2. Gain an in-depth understanding of your motivations;

3. Recognize your approach to getting things done;

4. Identify your leadership qualities.

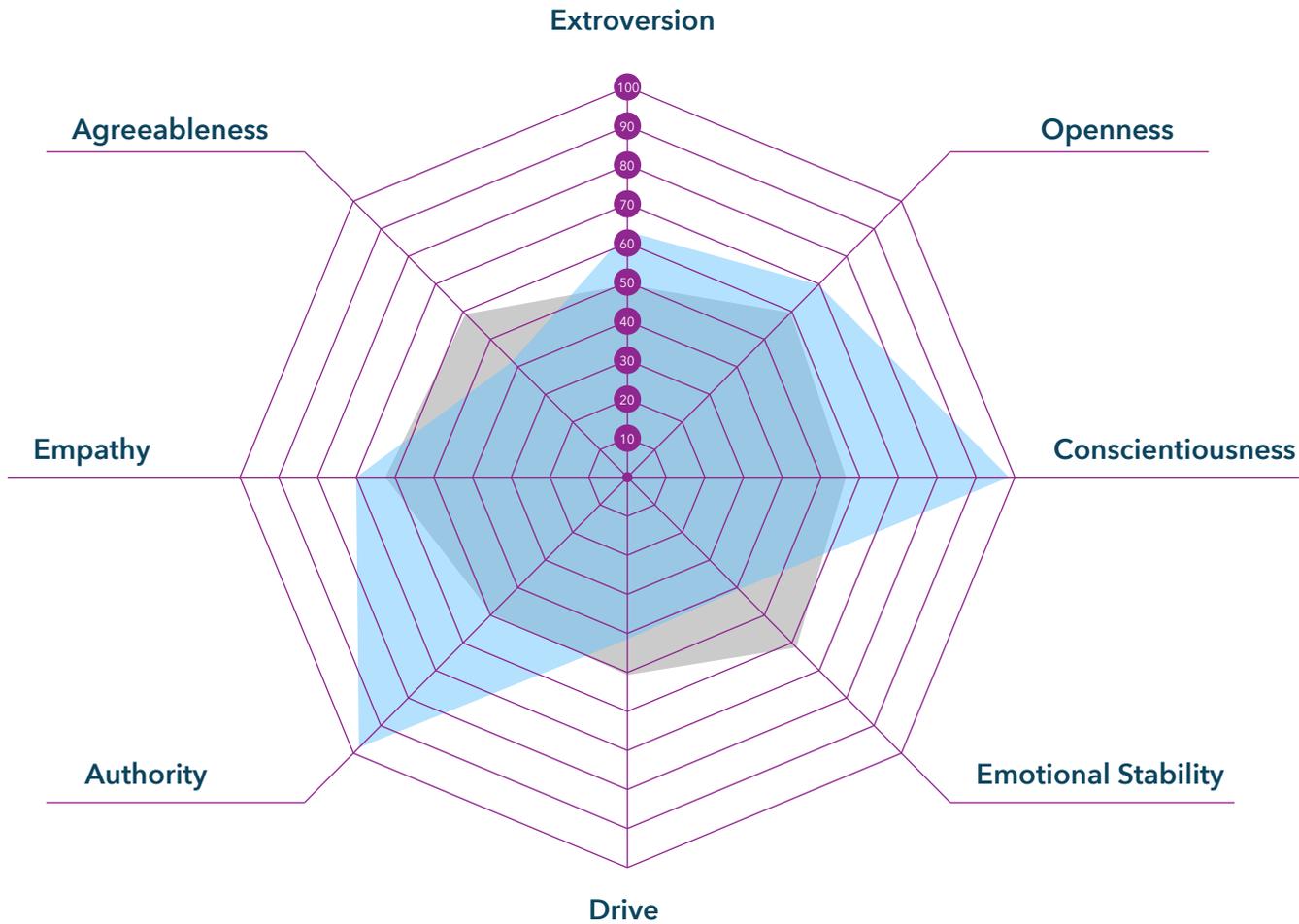* Based on Good&Co App proprietary data.

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GLOSSARY

Below we provide definitions to the measurements used by Good&Co and presented in this report.

When interpreting the results of this report, it is important to remember that whilst we represent traits scores numerically, higher scores are not necessarily better. An individual with lower scores on a trait will have different strengths and weaknesses to someone with high scores on that same trait. The combination of scores on each of the traits reflect individual's unique personality profile.

Factor	Low scores reflect:	High scores reflect:
Openness to Experience	Concreteness; practicality; narrow range of interests.	Appreciation of aesthetics; novelty-seeking; inquisitiveness.
Conscientiousness	Easy-going attitude; impulsivity; spontaneity.	Methodical approach; dependability; industriousness.
Extroversion	Introversion; quiet disposition; preference towards lone pursuits.	Sociability; attention-seeking; high energy.
Agreeableness	Unconventionality; independence; questioning of rules.	Conflict aversion; sincerity; compliance.
Emotional Stability	Sensitivity; self-consciousness; volatility.	Calmness; self-confidence; positivity.
Authority	Flexibility; modesty; avoiding leadership roles	Assertiveness; need for control; aversion to ambiguity.
Drive	Collaboration; aversion to competition; complacency	Competitiveness; persistence; forcefulness
Empathy	Directness; objectivity; hard-headedness	Sympathy; insightfulness; persuasiveness

* Based on Good&Co App proprietary data.

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ABOUT DISAN

● Disan

● Population

Extroversion

100
90
80
70
60
50
40
30
20
10

Agreeableness

Openness

Empathy

Conscientiousness

Authority

Emotional Stability

Drive

Disan is individualistic, innovative, open-minded, and progressive. He/She is strong in his/her convictions and respects straightforwardness.

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GENERAL CHARACTERISTICS

What Good&Co science says about Disan

Based on Disan's responses he/she generally seems to be:

Warm, approachable, and accommodating. He/she may tend to prefer a supporting role to taking center stage, and is likely to be most engaged when working in a small, friendly team.

Highly organized, diligent and dependable. He/She prefers to work with fixed schedules and routines. His/Her thoroughness can be interpreted as inflexibility or obsession with minute details.

Adventurous and open-minded. Whilst academic pursuits are not his/her top priority, he/she is likely to thrive in highly innovative environments.

Independent and sometimes resistant. Though he/she can often come across as opposing the status quo, when called for he/she is able to play by the rules to maintain harmony.

Expressive and sensitive. He/She is highly susceptible to his/her environment and those around him/her.

Collaborative and content. He/she is unlikely to seek opportunities to personally get ahead, being more concerned with how the team is performing.

Eager to lead and in need for control. He/She is likely to take charge, but may struggle with delegating effectively.

A compassionate and effective communicator. Though he/she would not shy away from confrontation, he/she puts her colleagues' feelings first.

WORK STYLE

Disan's work styles are presented below using graphs comparing his/her scores on each trait with the average scores of the general population.
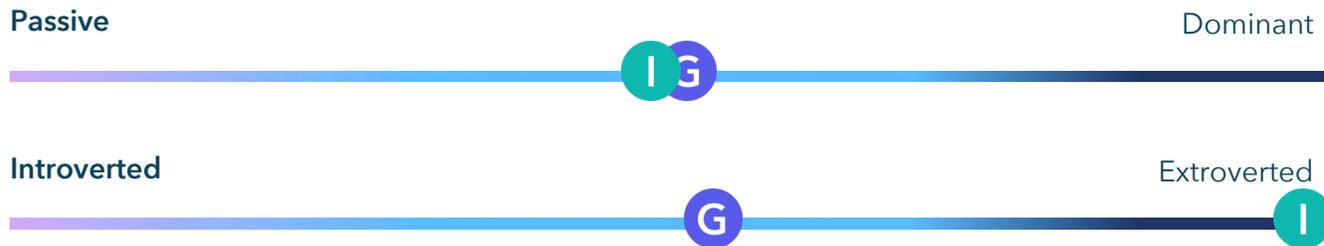
I Individual

G General Population

Interaction Style - Sociability and Assertiveness
Scales represent how the individual approaches social interaction.

Disan is approachable and very social, yet modest. Although he/she enjoys social interactions, he/she typically avoids the limelight and is happiest when others take initiative.

Passive   **I** **G**   Dominant

Introverted   **G**   **I**   Extroverted

WORK STYLE

Thinking Style - Innovation and Flexibility
Scales measure individual's approach to problem solving and ambiguity.

Disan has a rather realistic and concrete thinking style. He/She feels most comfortable in a stable environment, sticking to his/her logical, pragmatic approach.

Concrete   Investigative

Ambiguity Averse   Flexible
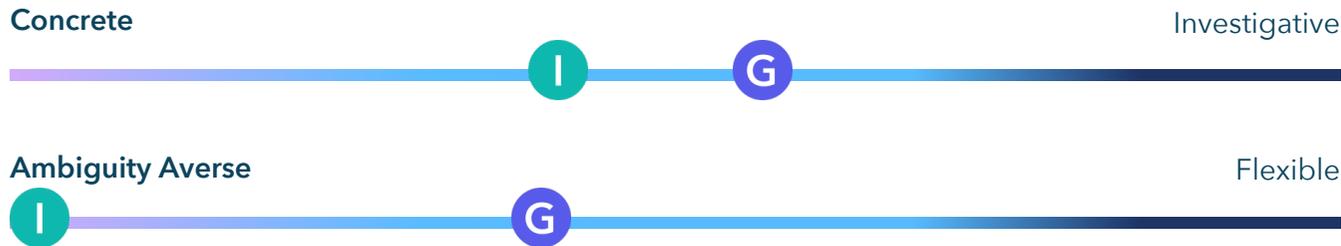
Organizational Style - Thoroughness and Compliance
Scales measure individual's work ethic and approach to getting things done.

Disan is highly organized and autonomous. Having strong attention to detail and excellent forethought, he/she will design and execute comprehensive plans, if given the opportunity to manage his/her own workload.

Spontaneous   Organized

Self-directed   Rule-abiding
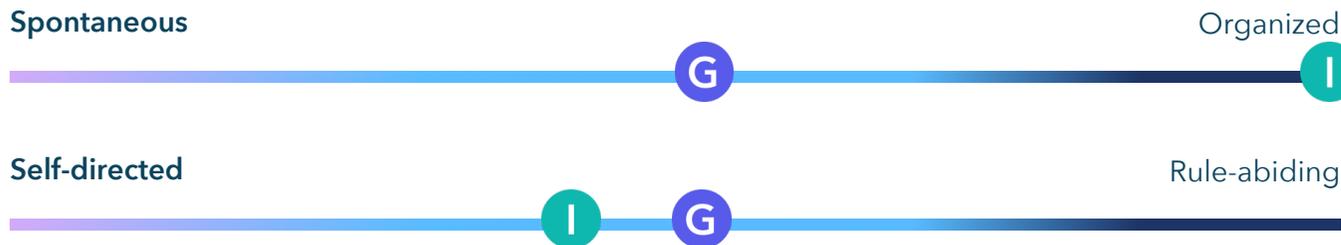
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WORK STYLE

Leadership Style - Emotional Intelligence and Leadership

Scales reflect the kind of leader the individual is likely to be by looking at one's understanding of others and predisposition to seek leadership roles.

Disan will be driven towards positions in authority, often above all else. A fairly persuasive communicator, as a leader, he/she will gain appreciation for his/her attention to individual needs and strong non-partisan approach.

Indifferent   Sympathetic

Forthright   Persuasive

Compromising   Authoritarian
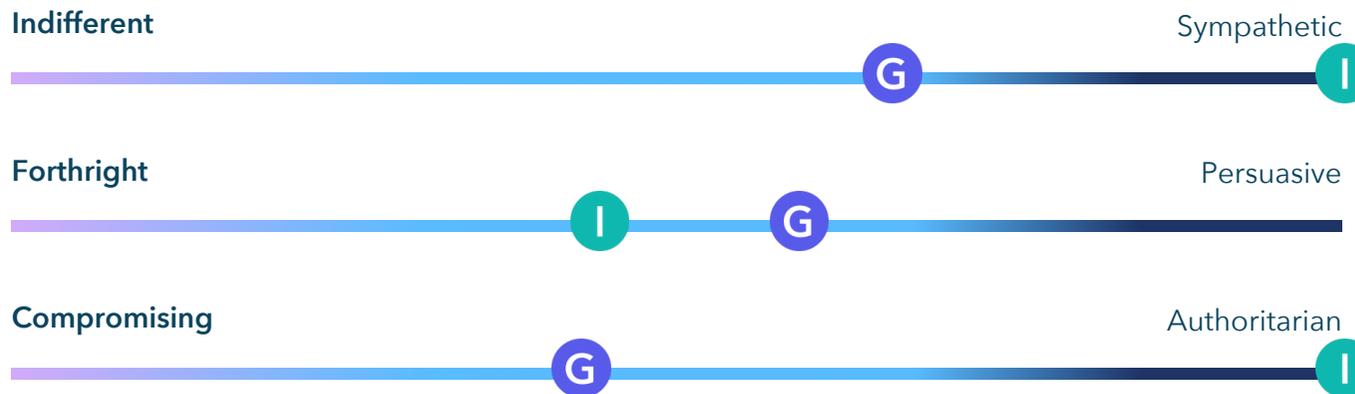
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WORK STYLE

Motivational Style - Efficacy and Seeking challenges
Scales measure individual's initiative, drive and self-belief in own abilities.

Disan is self-assured and confident, despite not having high levels of ambition. He/she knows his/her strengths and is able to use these to effectively tackle any challenges that arise.

Self-doubting   Self-believing

Laid-back   Challenge oriented
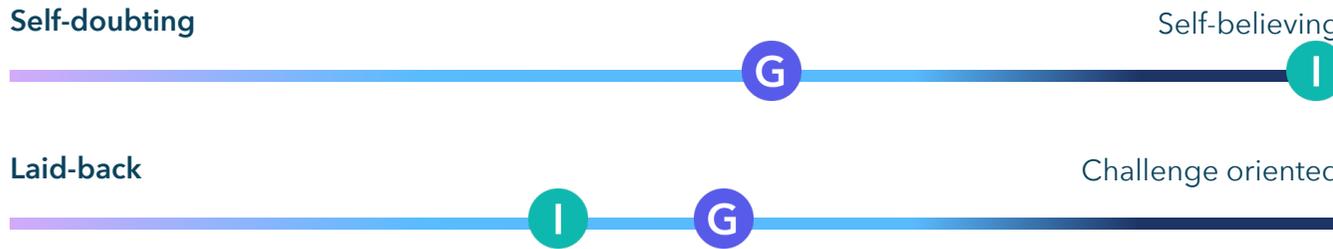
Adjustment - Resiliency and Emotional Stability
Scales represent individual's approach towards handling emotions and dealing with stressful situations.

Disan is able to learn from criticism and mistakes, recovering from setbacks quickly. He/she is likely to initially react very emotionally, but once the moment has passed, he/she bounces back and is not affected long-term.

Sensitive   Resilient

Steady   Temperamental
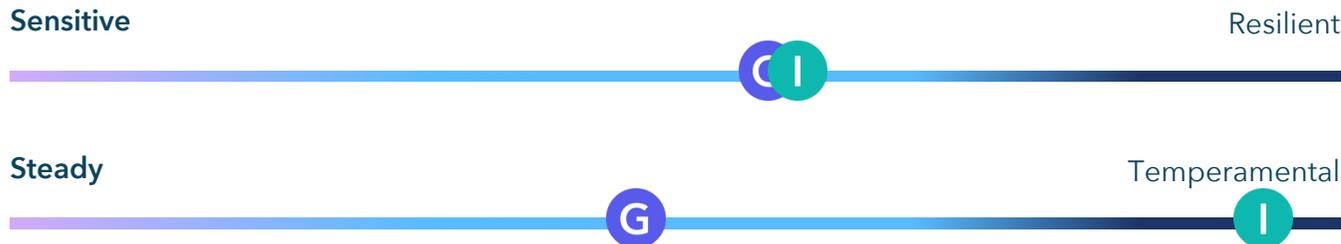
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About Us

Good&Co is a self-discovery platform that helps job seekers, students and employees
identify strengths and weaknesses, find workplace cultures that are compatible with
their personalities, and develop better relationships with their peers.

Good&Co's PPA (Proprietary Psychometric Algorithm) taps into over 30
years of psychometrics and psychological analysis, helping
people identify their personal strengths for better fit with current
and potential teams and employers.

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