



Iulius Liptac
10th March 2020

PERSONALITY GUIDE

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 Iulius'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 Iulius's personality profile.

The report compares Iulius'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.

IULIUS LIPTAC

StrengthsCard



MAVERICK

Adventurous



GO GETTER

Energetic



ADVOCATE

Driven

Personas Explained

- Mavericks** are energetic, creative and sociable. They keep their colleagues motivated and enthusiastic.
- Go Getters** are always seeking new challenges. Sociable and energetic, they do well under pressure.
- Advocates** are warm and empathetic. They have a strong sense of duty and work best collaboratively.

Summary

Iulius is an energetic and enthusiastic multi-tasker who is able to take an innovative but organized approach to synthesizing across perspectives on an idea or situation.

Assessment Progress

- 1

What are your unique strengths?
- 2

How do you come across to others?
- 3

What's your networking style?
- 4

How do you work most effectively?
- 5

What kind of coworker are you?

* Based on Good&Co App proprietary data.

GLOSSARY

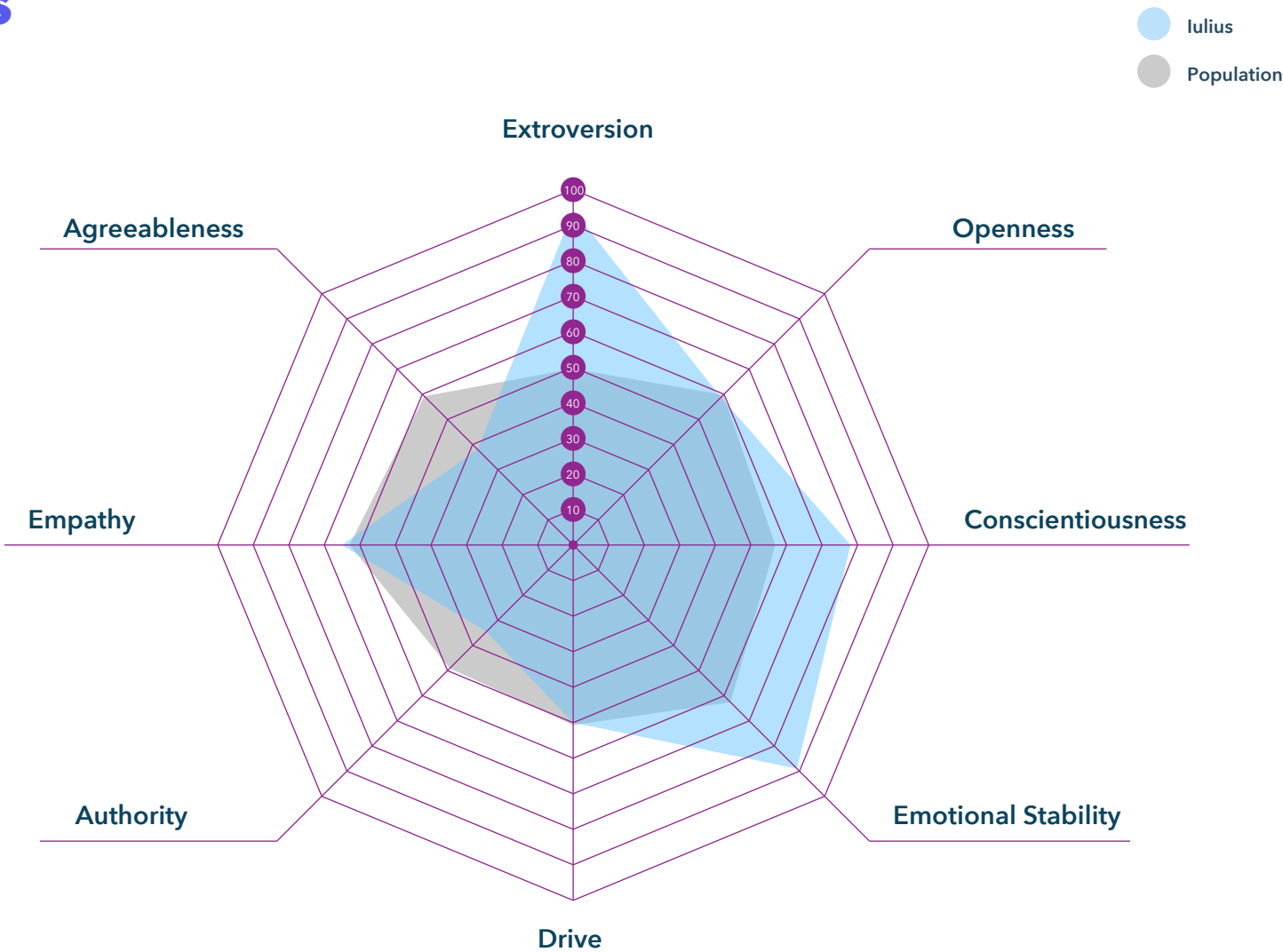
Below we provide definitions to the measurements used by Good&Co and presented in this report.

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.

ABOUT IULIUS



Iulius is an energetic and enthusiastic multi-tasker who is able to take an innovative but organized approach to synthesizing across perspectives on an idea or situation.

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GENERAL CHARACTERISTICS



What Good&Co science says about Iulius

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

Bold, communicative and friendly. He/She will enjoy taking the lead and will thrive in group situations, most likely preferring not to work in isolation.

Hard-working, thorough and diligent. He/She is likely to complete tasks carefully and in time, but may be uncomfortable if asked to deviate from agreed plans.

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.

Calm, cool, and self-confident. Most of the time, he/she is able to tackle challenging situations without allowing these to personally affect him/her.

Persistent, self-confident and resilient to stress. Eager to succeed, he/she is driven by challenges, not by prestige or competition.

Considerate, sympathetic and insightful. He/She is likely to be an effective, highly persuasive communicator, largely due to value that he/she places on others' thoughts and feelings.

* Based on Good&Co App proprietary data.

WORK STYLE

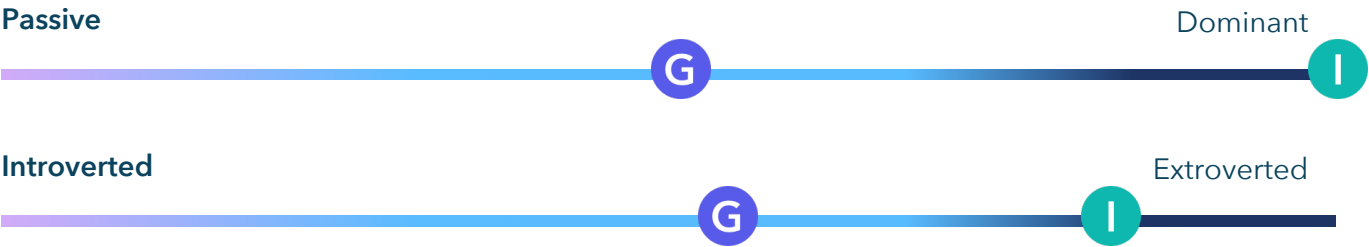
Iulius's work styles are presented below using graphs comparing his/her scores on each trait with the average scores of the general population.



Interaction Style - Sociability and Assertiveness

Scales represent how the individual approaches social interaction.

Iulius is confident and friendly around others. He/She is very expressive in his communication style and is likely to dominate social situations.



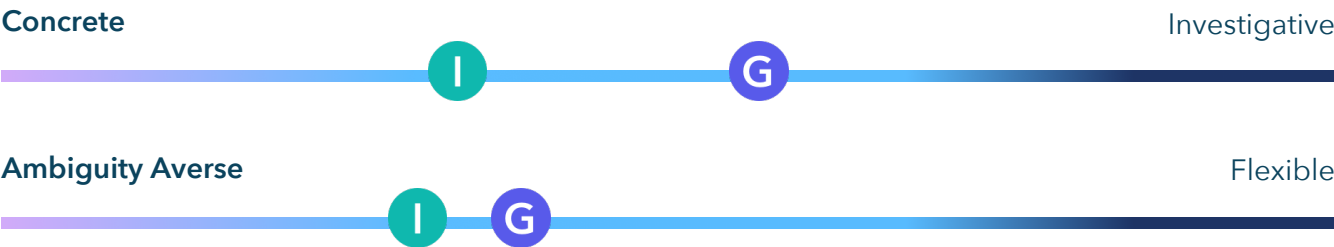
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WORK STYLE

Thinking Style - Innovation and Flexibility

Scales measure individual’s approach to problem solving and ambiguity.

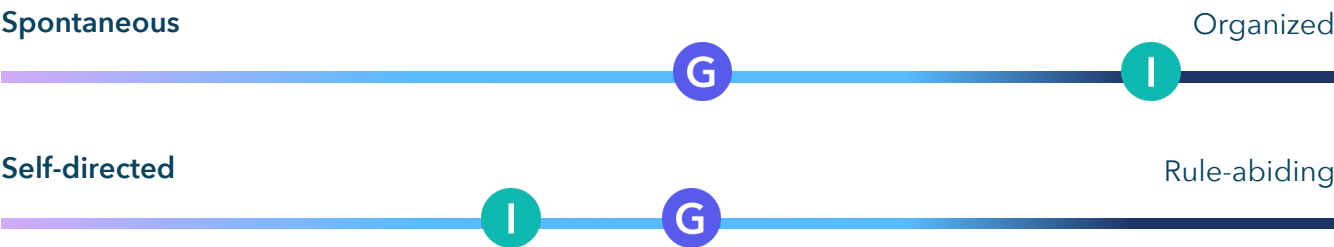
Iulius is pragmatic and logical in his thinking style. He/She has a rational approach to problem-solving and may feel somewhat overwhelmed in fast-changing conditions.



Organizational Style - Thoroughness and Compliance

Scales measure individual’s work ethic and approach to getting things done.

Iulius is highly disciplined and quite self-directed. His/Her thoroughness and strong sense of focusing on details will be beneficial in developing comprehensive plans. He/She is however more likely to thrive if given the autonomy and control to execute these.



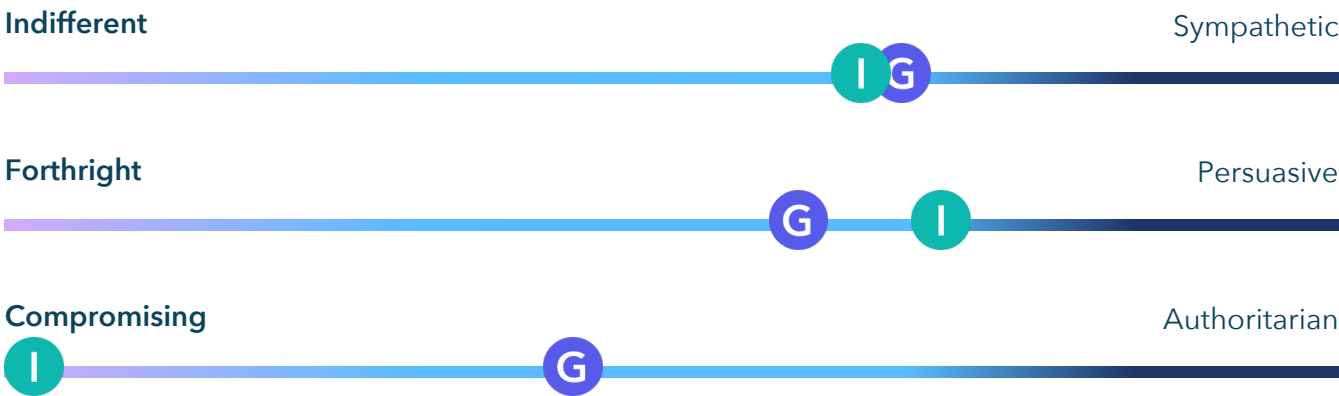
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WORK STYLE

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.

Iulius will likely steer clear of any leadership position. He/She is, however, highly persuasive; able to win others round with his/her compassionate and unbiased approach.



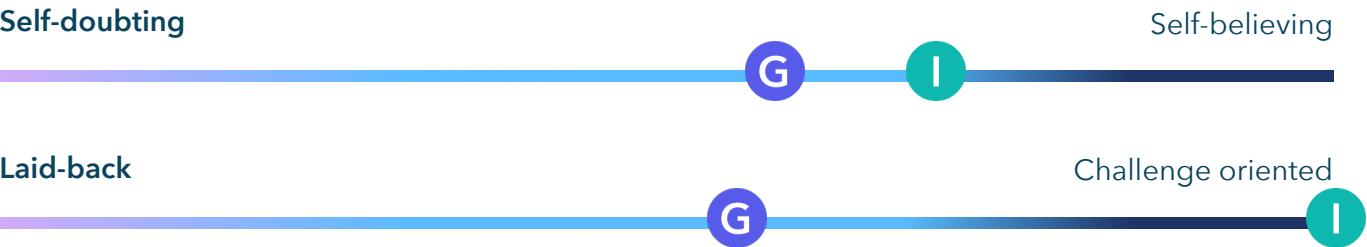
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WORK STYLE

Motivational Style - Efficacy and Seeking challenges

Scales measure individual’s initiative, drive and self-belief in own abilities.

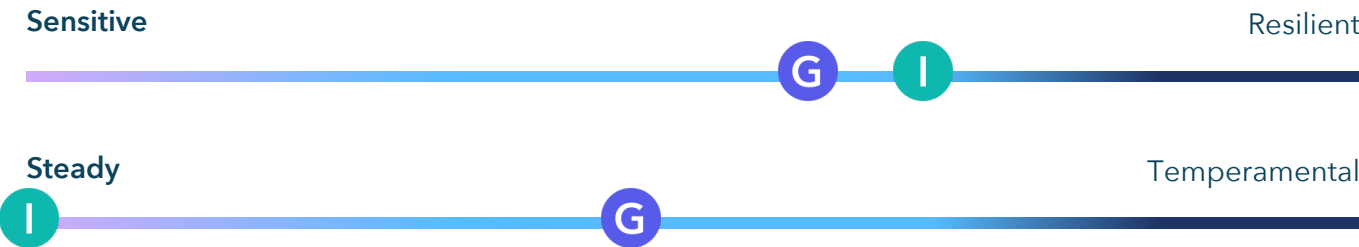
Iulius is self-assured and very ambitious. He/She is likely to actively seek out and pursue new challenges, approaching these with confidence.



Adjustment - Resiliency and Emotional Stability

Scales represent individual’s approach towards handling emotions and dealing with stressful situations.

Iulius handles even stressful situations with a cool head, without reacting emotionally. He/She is able to learn from setbacks and criticisms, bouncing back with ease.



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.

