



Nina Salvo
8th May 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 Nina'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 Nina's personality profile.

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

Using this report can ultimately help you to:

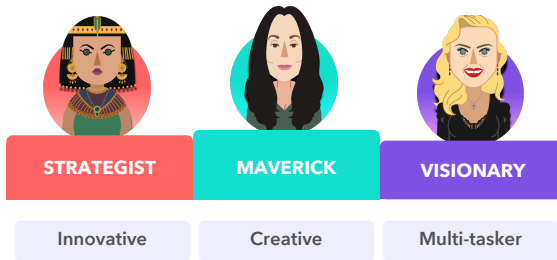
- 1 See how your personality compares to the general public;
- 2 Gain an in-depth understanding of your motivations;
- 3 Recognize your approach to getting things done;
- 4 Identify your leadership qualities.



* Based on Good&Co App proprietary data.

NINA SALVO

StrengthsCard



Personas Explained

Strategists are extraverted, practical and authoritative. They set high standards for themselves and others.

Mavericks are energetic, creative and sociable. They keep their colleagues motivated and enthusiastic.

Visionaries are multi-talented, driven and assertive. They work best when given autonomy and freedom to explore.

Summary

Nina is an out-of-the-box thinker - flexible, energetic, and always engaged with her many interests and projects. Always curious, she is highly motivated by challenge and novelty.

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?

Increase Accuracy

Your profile accuracy is **LOW**

Complete more assessments to increase accuracy at the link below

<https://good.co/assessment>

* Based on Good&Co App proprietary data.

GLOSSARY

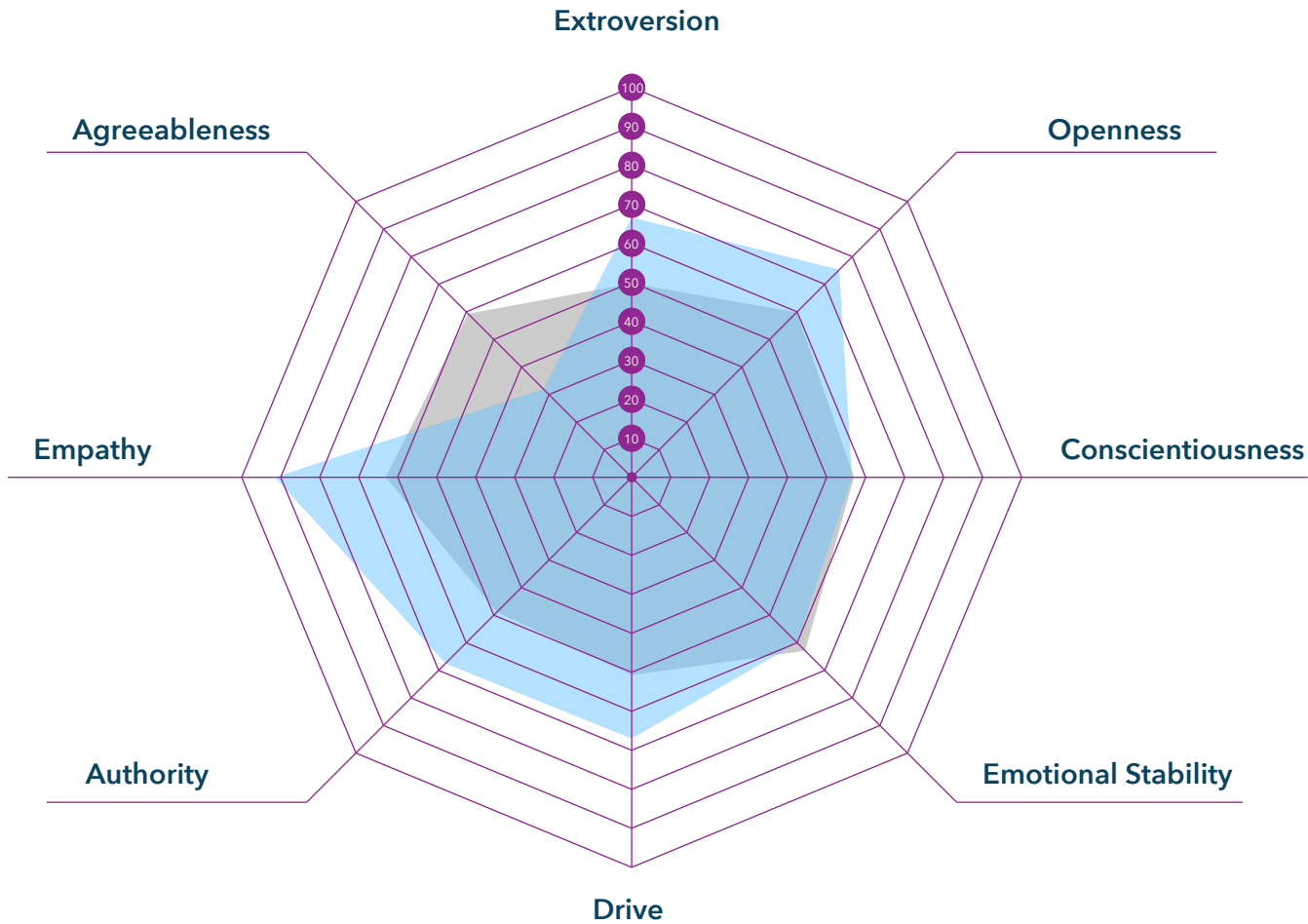
Below we provide definitions to the measurements used by Good&Co and presented in this report.

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 NINA



Nina is an out-of-the-box thinker - flexible, energetic, and always engaged with her many interests and projects. Always curious, she is highly motivated by challenge and novelty.

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GENERAL CHARACTERISTICS



What Good&Co science says about Nina

Based on Nina's responses she generally seems to be:

Warm, energetic, and cooperative. She is a friendly individual, yet she may struggle expressing her opinions for lack of confidence.

Prudent, thorough and organized. She may lose momentum when tasks become challenging or mundane.

Intellectually curious and creative. She is very open-minded and enjoys new experiences, sometimes at the cost of practicality.

An unconventional individual who is not always inclined to follow rules and regulations. She may struggle with being closely supervised and is likely to come across as somewhat resistant.

Expressive, self-assured and optimistic. While she may become vocal in difficult situations, she is likely to tackle these quickly without overthinking.

Self-assured, determined and ambitious. She is likely to have a desire to achieve and to get ahead, and can at times appear overly competitive.

Compassionate and insightful. She can maintain good relationships with others but might at times become too conflict averse and others may take advantage of her empathic nature.

* Based on Good&Co App proprietary data.

WORK STYLE

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

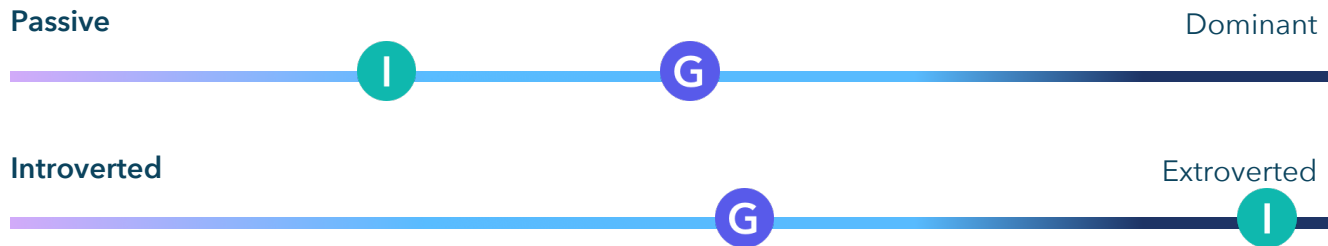
I Individual

G General Population

Interaction Style - Sociability and Assertiveness

Scales represent how the individual approaches social interaction.

Nina is sociable and approachable, though not very assertive. She is likely to be very talkative, and feel comfortable interacting with others. However, she is less inclined to take charge or dominate social situations.



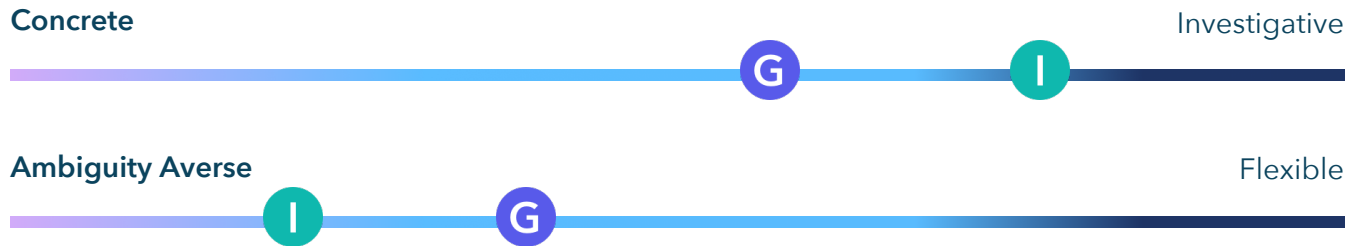
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WORK STYLE

Thinking Style - Innovation and Flexibility

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

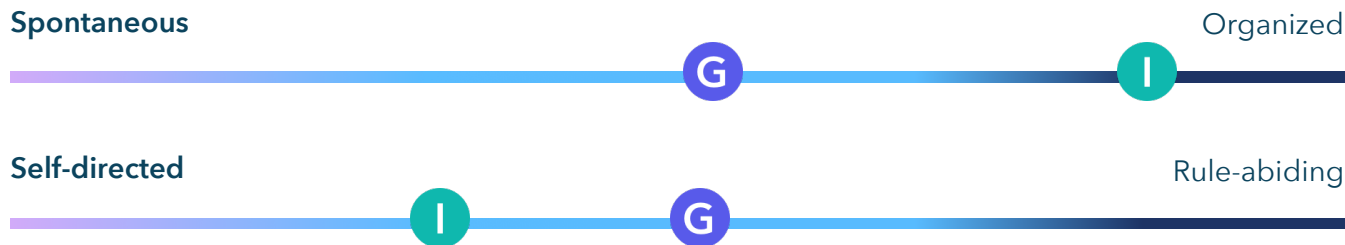
Nina is highly intellectual, but averse to uncertainty. Her inquisitiveness will flourish in routine-based, structured environments.



Organizational Style - Thoroughness and Compliance

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

Nina is highly organized, meticulous, and independent. Being highly efficient at planning and executing tasks and having considerable internal resources, she will resist the imposition of external rules; flourishing when given the opportunity to manage her own time.



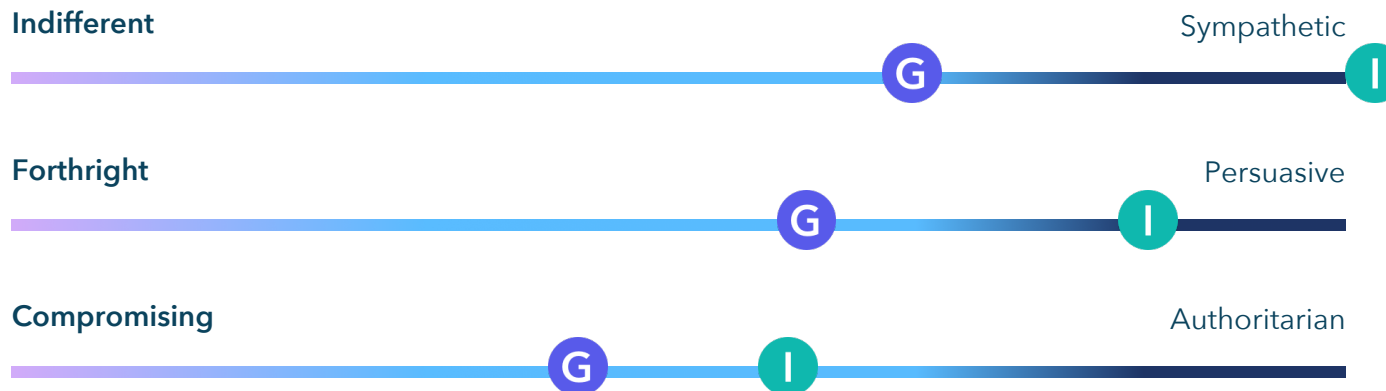
* Based on Good&Co App proprietary data.

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.

Nina is likely to be driven towards positions of authority, but not at any cost. She will make an excellent leader, being engaging and influential, combined with a strong sense of equality and genuine concern for others.



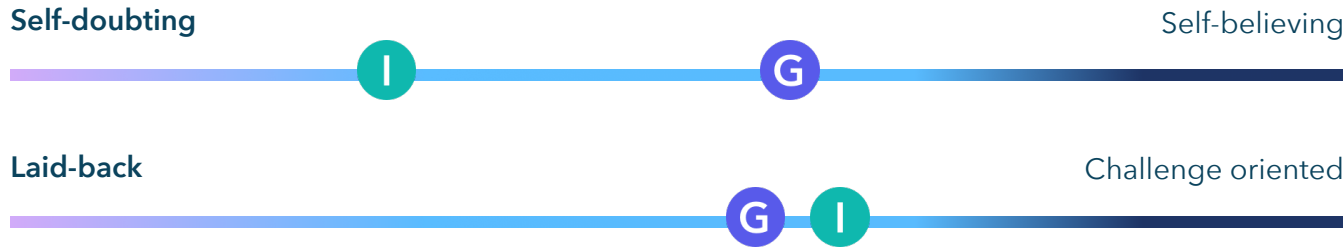
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WORK STYLE

Motivational Style - Efficacy and Seeking challenges

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

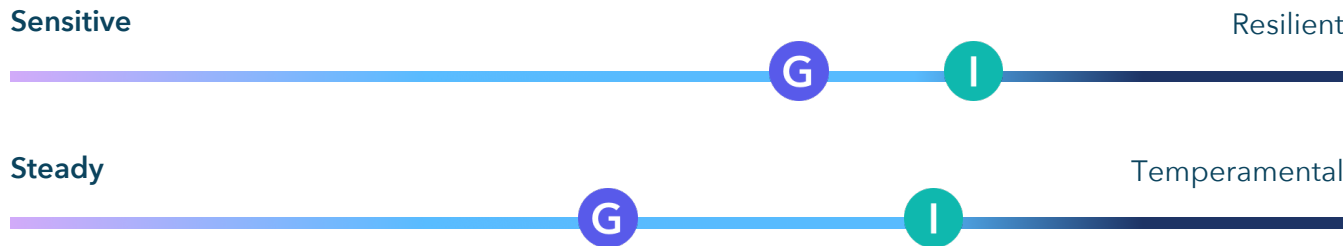
Nina may lack confidence in her ability to overcome challenges, despite being motivated to do so. She is likely to have ambitious goals, but may require encouragement to tackle any difficulties along the way.



Adjustment - Resiliency and Emotional Stability

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

Nina is a highly resilient individual, likely to handle setbacks and criticism without letting these negatively affect her long-term. She is likely to react more strongly and emotionally at the time, but will then not take long to bounce back and move on.



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.

