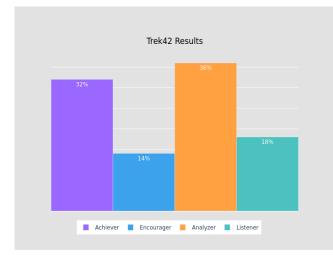


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Survey Taken: September 06, 2022



Achiever

DRIVEN EXTROVERT: Optimistic, Confident, Direct, Independent, Entrepreneur, Leader, Decisive, Tenacious

Encourager

SOCIAL EXTROVERT: Optimistic, Friendly, Fun, Imaginative, Colorful, Charismatic, Positive, Cheerleader, Entertainer, Passionate

Analyzer

ANALYTICAL INTROVERT: Organized, Conscientious, Methodical, Creative, Detailed, Analytical, Perfectionist, Factual, Introspective, Inventive

Listener

PEACEMAKING INTROVERT: Relaxed, Agreeable, Peaceful, Careful, Calm, Easy going, Quiet, Friendly, Mediator

The bar chart is a proprietary visual representation of a candidate's traits. The chart is designed to assist the interviewer to quickly observe a candidate's traits, which are supplemented in detail by the narrative. Everyone has these traits; some are stronger, others less dominant. The interviewer may wish to explore each of these traits in more detail. The bar chart and the narrative are designed to work together to support the interviewer.

The high-scoring **achiever** is a driven extrovert viewed as a natural leader. High-scoring achievers are entrepreneurial and comfortable taking risks, make quick decisions in tough situations, are ambitious, and can work independently. The high-scoring achiever is inventive, finds creative solutions to problems, is strong-willed, and is determined to succeed. Their communication style is direct and to the point. Because high-scoring achievers are very competitive, others may find people who demonstrate this trait as overbearing and bossy. The high-scoring achiever demonstrates a verbally direct style, which may be perceived as aggressive, abusive, and/or unpleasant. The high-scoring achiever must be careful of impulsive inclinations and be aware of their tendency to argue.

The low-scoring **encourager** is not a social extrovert and may gain energy in isolation rather than in a team or group setting. The low-scoring encourager may be skeptical and find it difficult to trust others. They tend to value privacy and independence, are not likely to be leaders, do not seek recognition, and can come across as unemotional. The low-scoring encourager may have more patience, be more focused and structured, thoughtful, measured, and risk-averse, and is good at performing routine and repetitive tasks. The low-scoring encourager is probably not the life of the party, as being social is not high on their list.

The high-scoring **analyzer** is an analytical perfectionist, very detail-oriented, and focused. The high-scoring analyzer is a stickler for rules and procedures. When faced with a decision, the high-scoring analyzer wants all the facts, as they are deep thinkers and do not want to make a mistake if it can be prevented. The high-scoring analyzer likes things done in a specific order and does not like distractions. They can focus, work well independently, and keep a clean, tidy workspace. Because a high-scoring analyzer wants all the facts, they can suffer from paralysis by analysis; others may see them as a roadblock to getting things done. Because the high-scoring analyzer adheres to procedures and protocols, others may become frustrated when working with them, even those in higher positions. The high-scoring analyzer can be moody, depressed, suspicious, and argumentative.

The mid-scoring **listener** tends to be a peacemaking introvert, is low key, has good listening skills, and has a quiet demeanor. The mid-scoring listener is not prone to expressing themselves; they may want to hear from others before offering their thoughts. They are loyal and reliable, patient, and will persevere when all others have given up. The mid-scoring listener likes working on a team and will be a stabilizing force on projects. In general, they will avoid conflict, keep the peace, and try to ensure that everyone around them remains happy. Others characterize the mid-scoring listener as laid back, calm, cool, and relaxed. The mid-scoring listener can also appear uninterested and unfocused. They do not tend to be adventurous and are likely to let others make decisions.