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Roberto Lofaro  
23rd April 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 Roberto'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 Roberto's personality profile.

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

### Using this report can ultimately help you to:

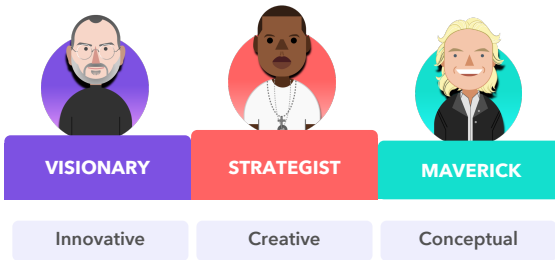
- 1 See how your personality compares to the general public;
- 2 Gain an in-depth understanding of your motivations;
- 3 Recognize your approach to getting things done;
- 4 Identify your leadership qualities.



\* Based on Good&Co App proprietary data.

# ROBERTO LOFARO

## StrengthsCard



## Personas Explained

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

**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.

## Summary

Roberto is an out-of-the-box thinker - flexible, energetic, and always engaged with his many interests and projects. Always curious, he 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

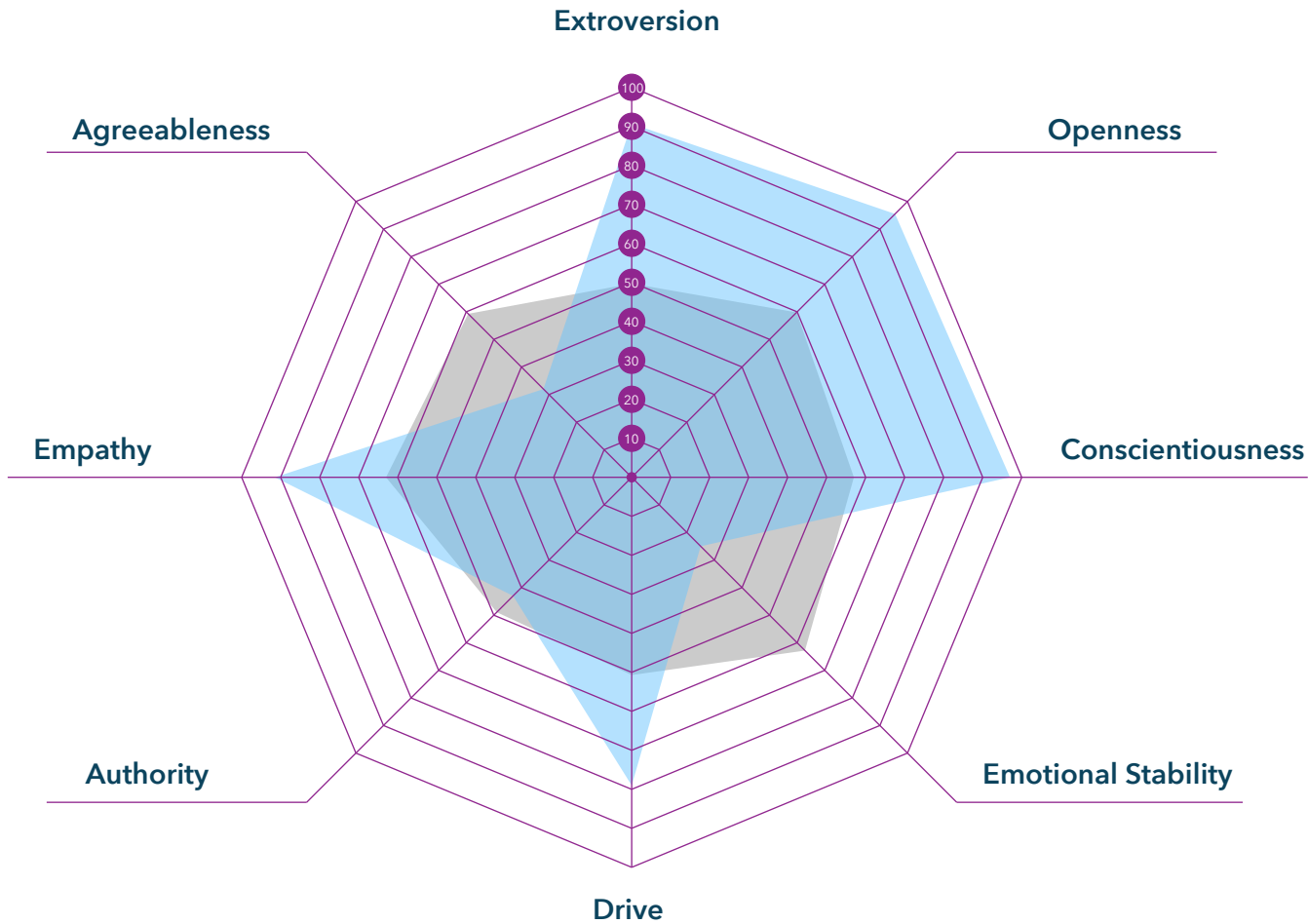
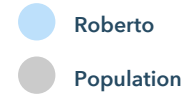
Below we provide definitions to the measurements used by Good&Co and presented in this report.

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

\* Based on Good&Co App proprietary data.

# ABOUT ROBERTO



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

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## GENERAL CHARACTERISTICS



### What Good&Co science says about Roberto

#### Based on Roberto's responses he generally seems to be:

Confident, outgoing and approachable. He is an enthusiastic and charismatic individual who dominates social situations, and may dislike working alone.

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

Inquisitive, innovative, and open-minded. He is always happy to gain new skills, but can come across as impractical and may become easily bored.

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

Sensitive and places high demands on himself. He may be easily discouraged by negative feedback.

Assured and determined in his pursuit of success. He is naturally competitive, likely to place personal growth over team achievements.

Understanding and compassionate. Great at building and maintaining relationships, he is naturally sympathetic, which may sometime come at the expense of objectivity.

\* Based on Good&Co App proprietary data.

## WORK STYLE

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

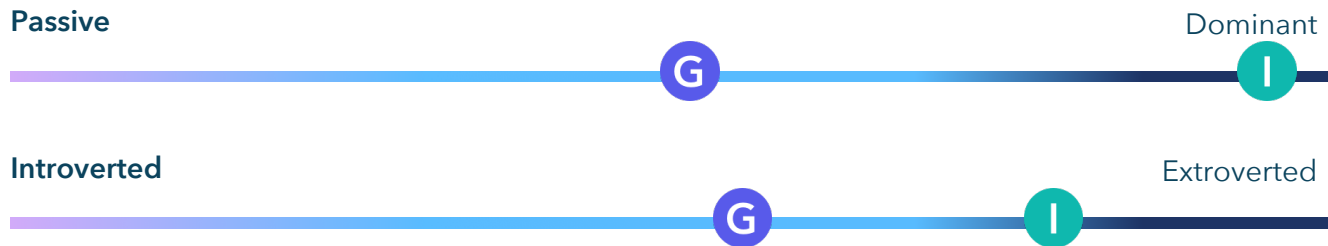
**I** Individual

**G** General Population

### Interaction Style - Sociability and Assertiveness

Scales represent how the individual approaches social interaction.

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



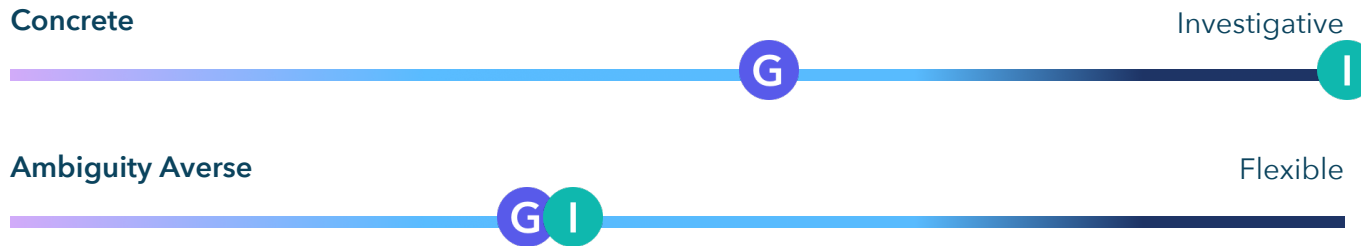
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## WORK STYLE

### Thinking Style - Innovation and Flexibility

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

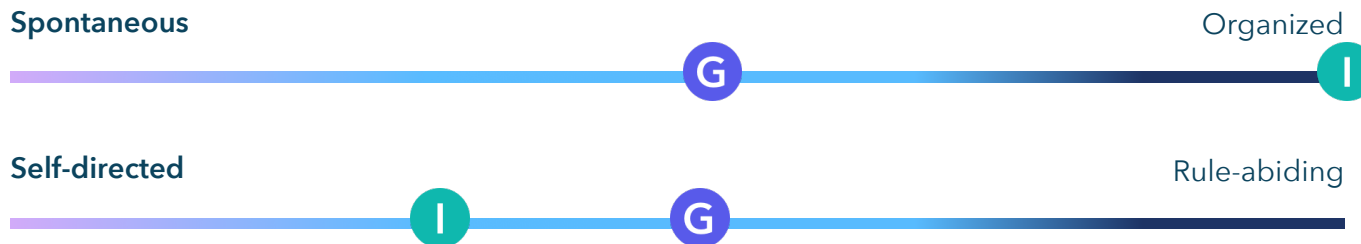
Roberto is highly curious and investigative, but may feel uneasy in ambiguous situations. He works best when being in a stable, organized environment.



### Organizational Style - Thoroughness and Compliance

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

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



\* Based on Good&Co App proprietary data.

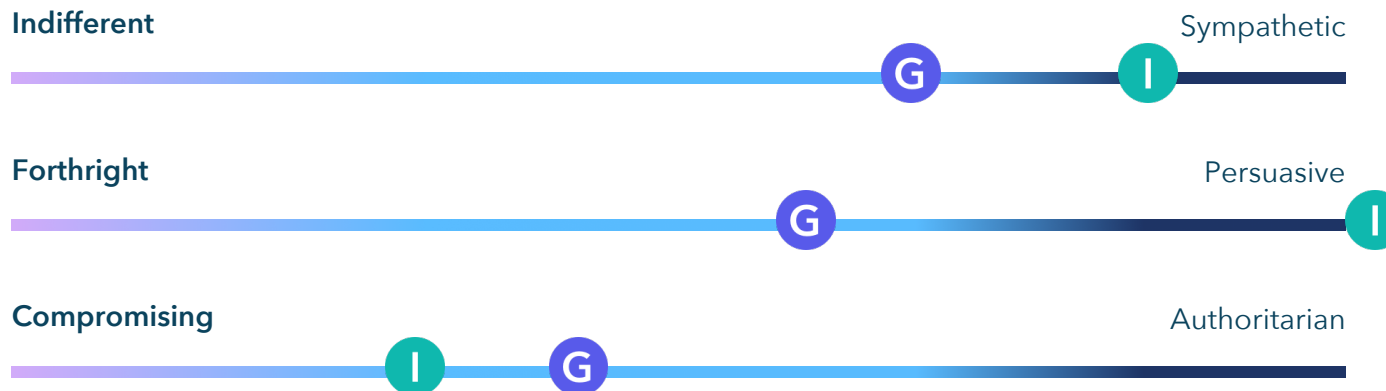


## WORK STYLE

### 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.

Roberto is not inclined towards positions of leadership. He is, though, an inspirational communicator, and will be well-liked for his high sensitivity towards others and his very fair approach.



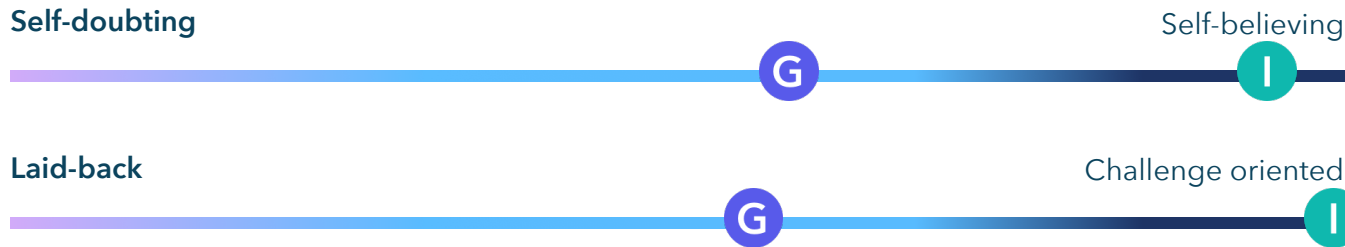
\* Based on Good&Co App proprietary data.

# WORK STYLE

## Motivational Style - Efficacy and Seeking challenges

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

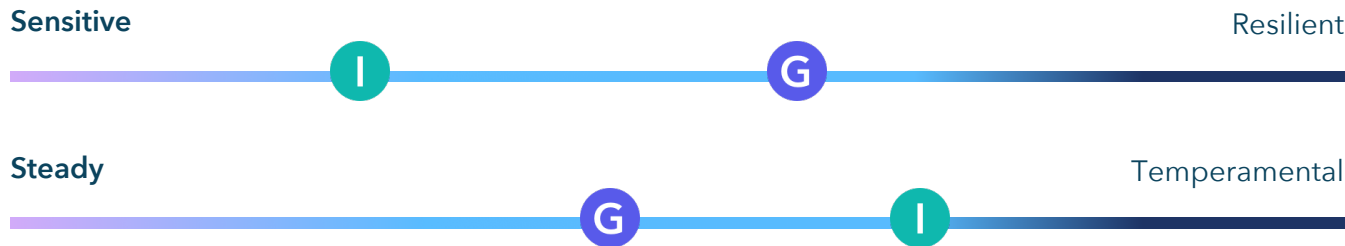
Roberto is highly motivated to succeed and has a strong belief in his own abilities. He will enjoy taking on complex challenges and has faith in his ability to tackle these.



## Adjustment - Resiliency and Emotional Stability

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

Roberto tends to take criticism and negative feedback to heart, sometimes responding emotionally because he feels personally discouraged by such situations.



## 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.

