



**C O N F I D E N T I A L**

**Empowerment Coaching**

# **Individual Report**

**based on GR8 Values  
Assessed: Jul 12, 2020**



# Introduction

---

This report has been compiled in order to give you a better idea about your characteristics and behavioral patterns in the working environment. It covers the main aspects of your personality and is meant to showcase your value as both an employee and a person within this context.

## The GR8 Values Assessment includes

### Behavior Section

- Represents the behaviors that an individual exhibits in the company of others, which can often be suggestive of their overall personality.





# Cooperation

The tendency to establish close social relationships based on trust, empathy and mutual support.

## Behavioral Insights

Individuals with results similar to yours will typically:

- Have a lot of trust in co-workers, rely on their help and sincerely express their opinions, feelings and needs, which can sometimes make them look naive.
- Dedicate a lot of time and effort to know others and understand their preferences, expectations and needs.
- Have a highly open attitude and easily establish relationships with those around, which can sometimes cause difficulty in establishing limits or conveying firmer requests.



# Courage

The ability to have initiative, to face obstacles and to cope with major changes, failures or stressful situations.

## Behavioral Insights

Individuals with results similar to yours will typically:

- Identify several solutions for solving a single task and take responsibility for their actions.
- Be enthusiastic, quickly make decisions and act promptly, but due to poor planning may take risks or losses that were not anticipated.
- Have initiative and feel confident in their own strength, but may get easily involved in disputes and arguments.



# Tolerance

---

The ability to be open, understanding and to see things from the perspective of others.

## Behavioral Insights

Individuals with results similar to yours will typically:

- Organize work activities based on the experience, ability and knowledge of co-workers and support them in fixing mistakes and finding solutions.
- Pay attention to the emotions, ideas and reactions of others when carrying out a task or providing feedback.
- Listen intently and avoid labeling or judging the professional performance of co-workers.



# Generosity

---

The desire to help others in an uninterested way.

## Behavioral Insights

Individuals with results similar to yours will typically:

- Be capable of compromising their own interests and goals in order to support others.
- Be primarily geared toward teamwork and achieving common goals sometimes neglecting individual tasks results and deadlines.
- Provide help on their own initiative and in an uninterested way without expecting any reward or appreciation even though there are contexts in which their kindness can be abused.



# Humble character

The capacity to know and accept one's own qualities and flaws and to act with discretion, without seeking external confirmation, appreciation or recognition.

## Behavioral Insights

Individuals with results similar to yours will typically:

- Accept others' constructive ideas and opinions and deliver their own ideas and solutions, without imposing them.
- Have a fairly realistic view of themselves, being aware of their strengths and weaknesses, but prefer talking in moderation about their personal achievements.
- Be able to accept having their merits acknowledged within the work team or in small circles, in which they feel very comfortable.



# Fairness

The quality of treating people fairly, taking into consideration the rights and obligations of each person and strictly following rules.

## Behavioral Insights

Individuals with results similar to yours will typically:

- Have a tendency to bend the rules or push them to the limit without taking account of the consequences that could negatively impact others or the organization.
- Tend to disregard, in some situations, the rights and needs of others or the efforts they apply when making decisions.
- Prefer environments with limited supervision as a result of the desire to carry out work in a manner which is devoid of strict rules or regulations.



# Flexibility

The ability of reacting promptly and with agility to be able to adapt to different changes, personalities and working styles.

## Behavioral Insights

Individuals with results similar to yours will typically:

- Accept, under certain circumstances, to begin a project without a clearly defined plan and not knowing exactly what changes might occur in due course.
- Respect others' opinions and be willing to change their decisions when they are proven not to lead to the expected result, being capable of learning from mistakes.
- Feel comfortable when there are many variations on carrying out work tasks, and when faced with a hurdle be capable of changing their perspective and working style.



# Ambition

The desire to reach a high level of targets and performance, to constantly evolve and the capacity to overcome setbacks, to be forceful in their actions in order to achieve everything they set their mind on.

## Behavioral Insights

Individuals with results similar to yours will typically:

- Have a tendency to abandon projects when facing difficulties or to postpone decisions, believing either that there are no solutions, or that they are not capable of solving the problems.
- Tend not to be very determined when it is necessary to take on certain professional goals, and may manifest different hesitant or defensive behaviors, which might stem, in some cases, from a lack of confidence in their own strength.
- Feel comfortable working in an environment without challenges or holding the same position on the long term, being satisfied if they properly fulfill their tasks.



# Discipline

---

The ability to organize, to easily follow company rules and procedures and to precisely follow the demands of supervisors.

## Behavioral Insights

Individuals with results similar to yours will typically:

- Make major efforts to align to the rules and regulations of the company and have difficulty in prioritizing tasks in order to achieve their goals within set deadlines at the level of quality requested.
- When upset, stressed or agitated, have uncontrolled reactions and adopt a behavior which is less adequate without taking into account authority, rules of conduct or possible repercussions.
- Have a tendency to either postpone work tasks, or to carry them out very quickly, with a low level of effort and attention and come across difficulty when they have to conduct their work in accordance with strict rules or imposed strategies.



# Caution

---

The tendency to be vigilant in decision-related situations, to foresee and avoid potential pitfalls or risks and to act by taking all the precautions needed.

## Behavioral Insights

Individuals with results similar to yours will typically:

- Be attentive to situations or factors that may jeopardize the proper conduct of tasks, anticipate problems and take action to eliminate them.
- Gather information from multiple sources and consult with their supervisor, co-workers or experts, when making decisions or proposing a new idea.
- Carefully plan their actions to anticipate risks, take them in a calculated way and look for alternative solutions.



# Patience

The ability to maintain one's composure even in stressful or conflict situations, having the strength to wait for the right time to intervene, make decisions or act.

## Behavioral Insights

Individuals with results similar to yours will typically:

- Have a tendency with important projects to persevere, to put in consistent effort and wait for results, even if their occurrence is delayed or they face obstacles.
- Listen attentively in their relationships with co-workers, take account of their needs and goals, give them time to understand what they have to do and to carry out their work at their own pace.
- Analyze the overall picture, evaluate events calmly to find the best solutions and act in an organized fashion.



# Respect

Demonstrate appreciation and consideration towards those around, adopting socially adequate behaviors and the capacity to accept the needs, ideas and desires of others even if they are different from their own.

## Behavioral Insights

Individuals with results similar to yours will typically:

- Show behavior that denotes interest and consideration towards others and can easily control their tendency to interrupt or contradict them when they have different opinions or views.
- Be capable to change their decisions, consider the ideas and opinions of co-workers and relate to them as equals regardless of possible differences.
- Greatly value social image and may adapt their behavior based on the particularities of each context, person or group without exerting a particular effort.





# Sincerity

---

The tendency to show an open, honest behavior and to speak one's mind.

## Behavioral Insights

Individuals with results similar to yours will typically:

- Have a tendency to openly express their opinions and views even if they contradict others or risk losing their sympathy.
- Be perceived as straightforward, blunt and lacking in diplomacy, even when this makes others feel uncomfortable.
- Feel comfortable talking about personal subjects as well as their own goals and interests.



# Responsibility

---

The tendency to take responsibility for a thing, fact or task, to complete the projects assigned at a high level of performance and to meet deadlines.

## Behavioral Insights

Individuals with results similar to yours will typically:

- Strive to finish allocated tasks or projects at a high level of performance and meet deadlines.
- Take responsibility for their own decisions and actions and strive to constantly improve their approach to work.
- Be willing to get involved in team projects, help their co-workers and make an effort to have good results.



# Friendliness

---

The tendency to seek the company of others, be open, communicative and easily establish interpersonal relationships.

## Behavioral Insights

Individuals with results similar to yours will typically:

- Actively seek social interaction, be open, adaptable and able to effectively interact with new or unknown people, while sometimes feeling the need for a break to regain their much-needed energy.
- Perform well when working in a team, and when having to carry out an individual task; provide and demand help in successfully carrying out objectives.
- Be interested in the vision, proposals and opinions of co-workers, in getting to know them and sharing experience.