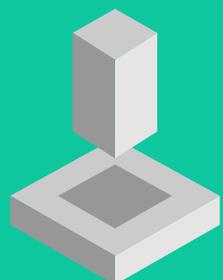# Damien's JobFit Report

Congratulations on finalizing the SquarePeg Assessments!

SquarePeg BETA

Intelligent Job Matching

As you read your results, please keep in mind that we use a multidimensional approach to understanding your personality - meaning each quality and trait is observed individually. Unlike other assessments which may group you into a "type", we have thousands of different possible combinations for our custom results.

Personality research shows that people should not be grouped into a few standardized types when making employment related decisions. The nature of our personalities is complex and we often exhibit inconsistent and conflicting behaviors - so, attempting to understand you on more than one dimension, the report may at times seem to present conflicting results. In those cases, please think of both options and see which situations may prompt you to

behave in one way or the other.

The purpose of this report is to stimulate self-exploration and self-awareness, so even if something doesn't seem right, it only contributes to the development of a more complete image of yourself at work.
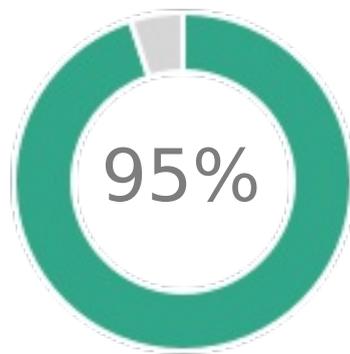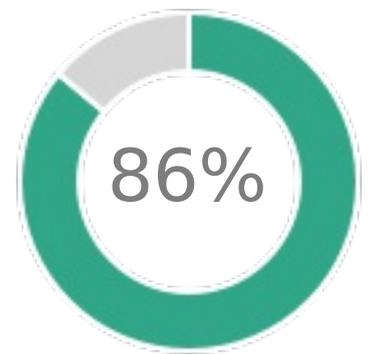
Damien's JobFit Report

Your Scores
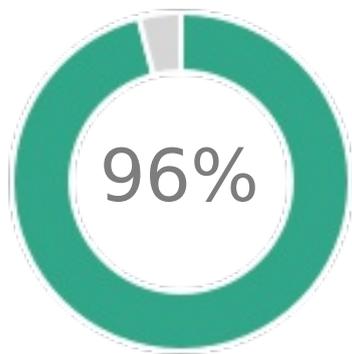
Persuasive	Confident	Proactive	Detail Oriented
96%	95%	90%	86%

Your Top Traits

People who score highly on Persuasion are gifted at crafting a position, expressing it effectively and convincing others of its merits.

PERSUASIVE

- They are skilled at observing others and adjusting their style of communication to be more effective
- They have strong convictions, and are able to articulate them in a compelling way
- They are able to influence others without evoking negative feelings or reactions
- They are comfortable with disagreement, and can advocate for their own views
- They are adept at negotiating

Highly Confident people are marked by a strong sense of security in themselves and a conviction in their views and abilities. They are self-assured and do not require validation from others to confirm their status or views.

CONFIDENT

- They openly state their views and do not compromise them in the face of opposition or criticism
- They are assertive and can hold firm even when challenged by authority
- They are not afraid to make mistakes and are not easily embarrassed. They don't mind attention
- They are not easily intimidated and don't need others to lead the way
- They are capable of approaching new problems on their own and do not require extensive feedback or endorsements from others

Proactive people make things happen instead of waiting for them to happen. They are able to act of their own volition without needing guidance or oversight, anticipating the best course of action.

PROACTIVE

- They require minimal instructions to get to work, tackling problems head on
- Oftentimes they prefer to get out in front of things rather than waiting for approval
- They try to influence the environment around them rather than responding to it
- They are enterprising and often start new initiatives on their own accord

People who score highly on Detail-Orientation usually want their work to be perfect, concerning themselves with the specifics in order to achieve a level of quality they are able to accept.

DETAIL ORIENTED

- They prefer to invest time in producing polished results rather than rushing their work
- They are precise in their delivery and pay attention to all components involved, making sure important details are not overlooked
- They often find errors or omissions that others are likely to miss and like to see that they are addressed
- They are usually able to identify improvements needed in any stage of review

You stand out from your peers at work by:

Below are the specifics of your personality and work behavior, communication style, and approach that best distinguish you at work.

PERSUASIVE

- Your ability to convince others and bring them over to your way of thinking
- Your ability to reason with most positions and influence those around you
- Your strong communication skills
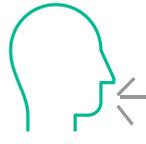
CONFIDENT

- Your strong personality and tendency to voice your opinions
- Your awareness of what you do well
- Your ability to face most situations without discomfort
- Your tendency to be assertive when you are sure of something

LOGICAL

- Your use of sound, straightforward reasoning
- Your preference for facts and proof over intuition
- Your ability to employ reasonable assumptions and conclusions to get your work done
- Your ability to breakdown a problem into its components and identify a sensible way forward

PROACTIVE

- Requiring minimal oversight or guidance from others
- Doing rather than asking
- Starting initiatives on your own accord

How you compare to others:

Thousands of job seekers have taken our assessments, so below are your relative scores compared to the SquarePeg average. This is where you stand out from other candidates in our database, and which aspects of your personality are less dominant.
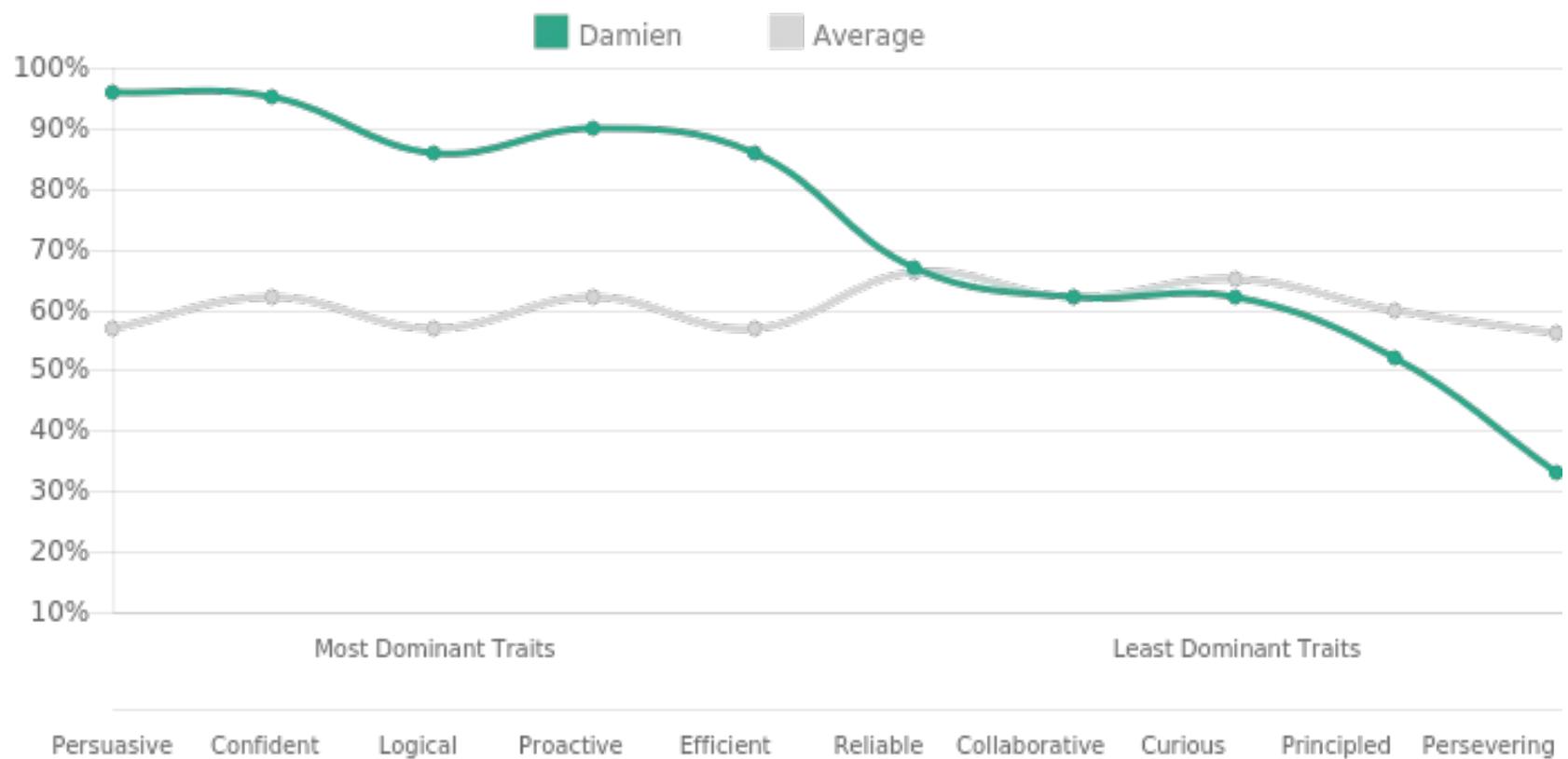
What to watch out for:

These are areas of concern that are typically associated with extreme scores on your most and least dominant personality dimensions. These may not all be applicable to you, depending on how pronounced your individual characteristics are.

Concerns related to your most dominant traits

PERSUASIVE

- You may be viewed by others as bending the truth to your favor, instead of providing an unbiased view
- Ignoring other viable solutions in favor of your preferred approach
- Spending more time arguing for or presenting an idea than actually implementing it
- Others may find your style intimidating or brash

CONFIDENT

- Creating tensions with others who may see you as intimidating
- Failure to identify your mistakes or shortcomings, missing out on learning opportunities
- Lacking humility; difficulty acknowledging where others views might be more sensible
- Behaving insensitively towards others

PROACTIVE

- Overstepping processes or hierarchies by acting on your own judgment
- Failing to get buy-in to your ideas or consensus from others before proceeding
- Wasting time or effort on initiatives that turn out to be unnecessary or low-priority

DETAIL ORIENTED

- Overthinking your work and waiting too long to get early feedback which is sometimes necessary for effective learning and improvement
- Devoting too much energy to details that are not important or critical, wasting time that should be spent elsewhere on more value adding activities
- Wanting to rework things over and over can cause delays and bottlenecks, and prevent work from being delivered - especially when you are not on a strict deadline

Concerns related to your least dominant traits

CURIOUS

- Accepting information too easily, instead of exploring alternatives
- Settling for obvious answers or approaches to things instead of questioning them
- Tendency to not get too invested in your assignments beyond what is required of you
- Not allowing enough time and research to really understand new topics in depth

ORDERLY

- Failing to take adequate precaution when trying new things
- Lack of structure and organization in your working style
- Disdain for process, order and rules

PRINCIPLED

- Cutting too many corners
- Neglecting important rules and guidelines because they are in the way
- Letting something which may be unfair or somewhat unethical slide, rather than changing course or protesting to others to make changes

PERSEVERING

- Giving in to feedback too quickly, without challenging it
- Abandoning your goals or convictions when faced with too many obstacles
- Fear of failure

Roles & Environments where you may excel:

These are suggestions based on your strongest personality characteristics. They will not impact your SquarePeg job matches, which are curated based on hundreds of data points between each employer and candidate.

PERSUASIVE
- Jobs requiring high levels of interaction with other teams, with clients, and customers
- Roles with a strong business development or sales component
- Client or customer facing roles
- Roles that require pitches, presentations, and other verbal / written communications

CONFIDENT
- Public-facing roles where you present and advocate for your own or your team's work
- Roles that involve regular interactions with leadership
- Roles that give you some autonomy to manage others and your own workload
- Challenging environments that might intimidate others

PROACTIVE
- Environments with high levels of ambiguity where the next steps are often undecided or uncertain
- Roles with minimal oversight from bosses, managers and superiors
- Environments that are less dependent on rules, guidelines, and processes
- Organizations undergoing or looking for major change or growth

DETAIL ORIENTED
- Roles that require precision and great attention to detail
- Roles where you are responsible for editing, quality assurance, or overseeing a product to its final form
- Roles where you are appraised on the quality of output (over speed, volume, or other metrics)

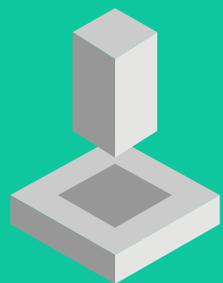# How you measure across SquarePeg's dimensions
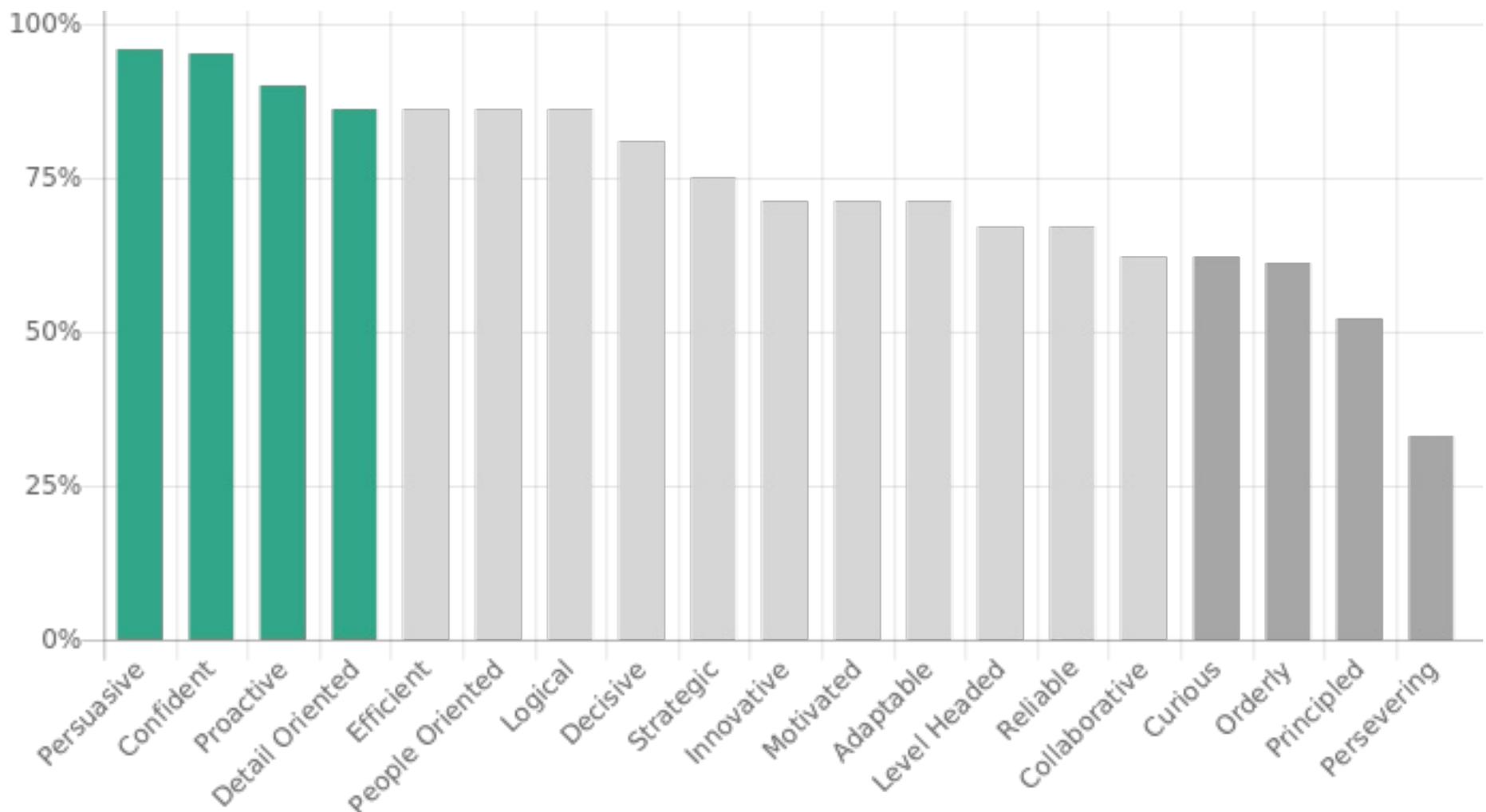
Thank You

As we develop and test our content with early users, your feedback is critical to our success. Please be sure to take our survey so we can continue improving our products.

Tell us what you think!

Take Survey >

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