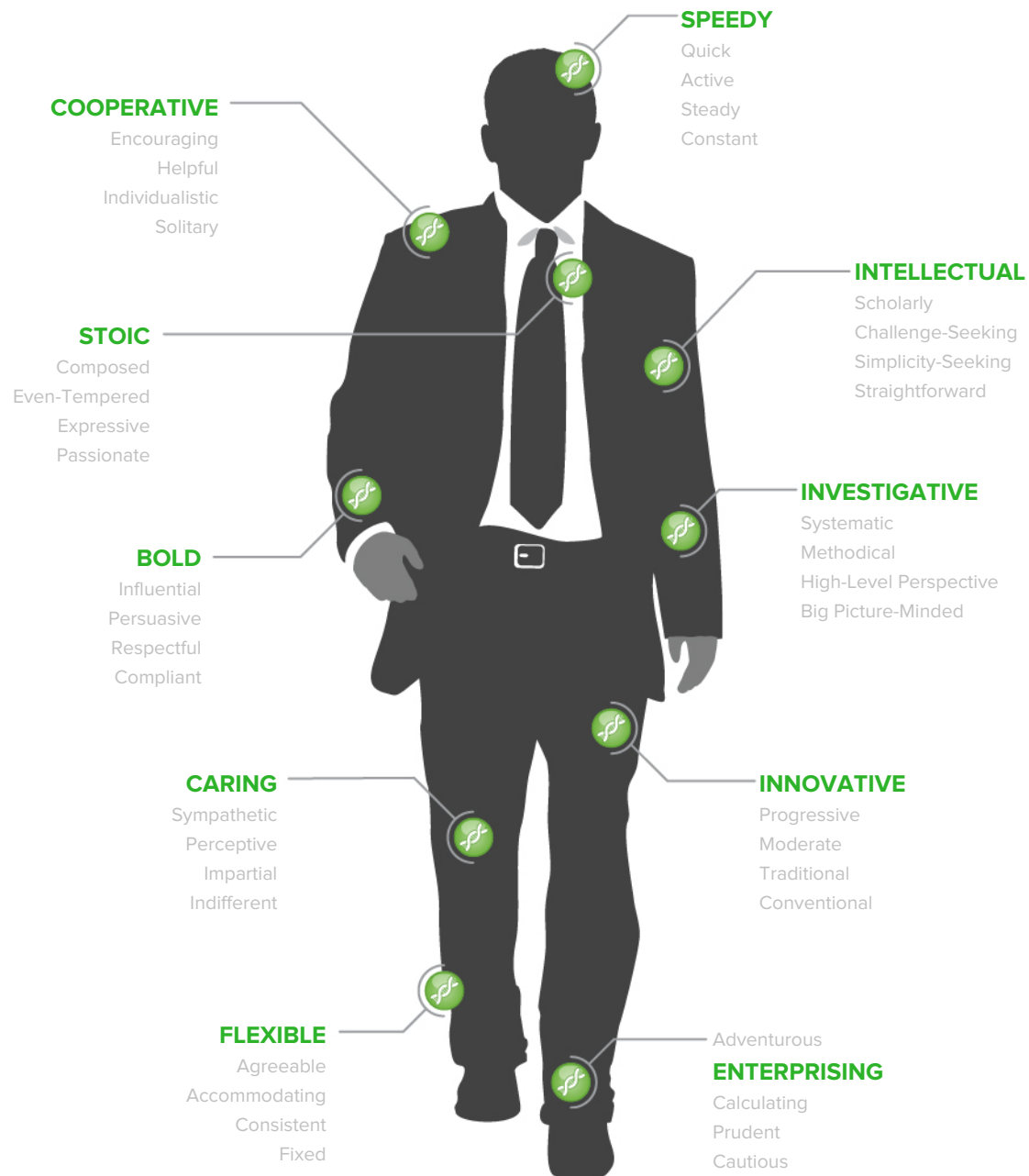


It's All About You, Ermelindo.

TEN CHARACTERISTICS THAT BEST DESCRIBE YOUR PERSONAL STRENGTHS.



The Infor Talent Science behavioral assessment measures dozens of behavioral attributes that we refer to as your Behavioral DNA™. The highlighted words above describe some of your behavioral preferences as compared to others, and represent only a portion of your Behavioral DNA. Read on for more information about how your behavioral preferences may impact your day-to-day activities at work.

Working with Others

Working With Others is a component of Behavioral DNA™ that describes how you tend to interact with and relate to others. For example, some people prefer to work alone and with little supervision but others prefer to work as part of team and enjoy socializing.

- **COOPERATIVE.** When interacting with coworkers, people similar to you go "above and beyond" to help others and are extremely considerate by nature.
- **STOIC.** Individuals like you maintain a sensible and unwavering outlook and are extremely even-tempered.
- When working with groups you possess a strong desire to be liked and avoid emotional issues entirely.

Leadership Approach

Leadership Approach is a component of Behavioral DNA™ that explains your approach to leading others and handling responsibility. For example, some people tend to focus on their current job and responsibilities but other people focus more on being promoted or gaining greater responsibility.

- **BOLD.** People who share your behavioral preferences do not hesitate to speak out and embrace opportunities to influence others.
- **CARING.** Individuals similar to you have a keen awareness of how others' think and are skilled at motivating and inspiring others.
- When leading others you maintain a firm stance on issues and are genuinely interested in the needs of others.

Work Style

Work Style is an aspect of Behavioral DNA that explores your approach to job duties and responsibilities.

- **FLEXIBLE.** When assigned work tasks, individuals similar to you quickly adjust to unplanned events and decisions and adjust their approach to the situation.
- **SPEEDY.** People like you embrace a fast-paced work environment and take an extremely prompt approach to work.
- In new situations you excel in extremely ambiguous situations and produce increased output due to higher activity levels.

Problem Solving

Problem Solving is a component of Behavioral DNA™ that describes your approach to processing information to make decisions and solve problems. For example, some people tend to rely on their instincts to make decisions whereas other people tend to rely on data to make decisions.

- **INTELLECTUAL.** When solving problems, people like you enjoy solving highly complex problems and enjoy difficult projects requiring a lot of thought.
- **INVESTIGATIVE.** People who share your behavioral preferences are able to conduct an in-depth evaluation of issues and enjoy solving problems by breaking them down into component parts.
- When making a decision you thrive on intellectually challenging work and solve problems systematically and methodically.

Needs and Motivations

Needs and Motivations is a component of Behavioral DNA™ that explores the motives that influence your work preferences and goals. For example, some people have a strong underlying need to create or innovate through work whereas others are more strongly motivated by a need for recognition or praise.

- **INNOVATIVE.** Individuals similar to you strive to discover new ways to accomplish tasks and are eager to try new methods.
- **ENTERPRISING.** People like you are often comfortable in high-risk situations and enjoy stepping outside their "comfort zone".
- At work you welcome new strategies and solutions and are often motivated by unknown risks and challenges.

Final Word

It is important to remember that human behavior is complex. The characteristics presented in this report reflect only a portion of your behavioral preferences. Understanding these preferences and leveraging your personal strengths will help you to be successful in your day-to-day work activities.