The image features a minimalist abstract design on a blue background. It includes three yellow circles of varying sizes and a thin white arc. A large, dark blue circle is positioned in the lower-left quadrant, partially overlapping the text area.

Screenfact

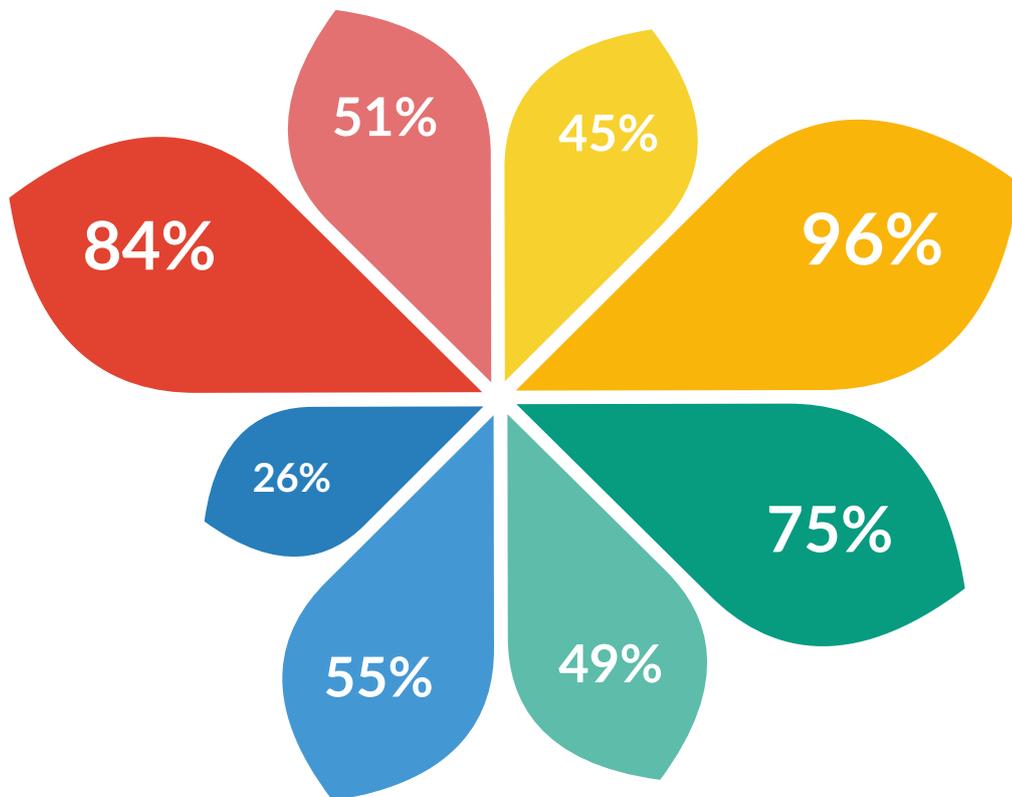
Your Personal Style in a Team

Jane Doe – created on December 13, 2022

Your personal style

Screenfact uses the results of a visual assessment procedure to generate an image of your current personal style. It measures eight different personality traits which, taken together, describe your unique style. Although it is usually relatively stable, your style can change over time and/or as a result of a systematic personality development. Screenfact highlights the extent to which each individual aspect of your personal style stands out

from the others. A value of 50% points to a medium level of expression of a particular personality trait. Values between 70% and 100% imply a strong to very strong expression, while values between 30% and 0% denote a weak to very weak expression of the respective trait. Each individual value is rendered as a petal that ultimately forms the image of a flower depicting your unique personal style.



What makes you stand out

Knowing our own strengths and what motivates us helps us live in harmony with our own needs. This knowledge allows us to leverage our own potential and seek those goals and tasks that correspond to our personality.

And that's what this site is designed to do:

To point you toward your top six core competencies and highlight your strengths. Knowing what motivates you will help you seek out the right situations so that you can apply and develop your strengths through them.

Your core competencies



Endurance

Pursues long-term goals while keeping a patient eye on achieving goals



Imagination

Able to look at facts from different perspectives and move on beyond the more conventional ways of looking at things



Idealism

Sees the world and people as they could be, not necessarily as how they are



Openness

Takes an artistic and unconventional approach to things and is open to new ideas



Tolerance

Accepts other people, customs and attitudes as they are and is able to engage with them, even if they conflict with one's own customs and attitudes



Independence

Thinks, feels and acts freely and is not significantly influenced by others

Your strengths

- You are original, innovative and have a wealth of ideas.
- You recognize problems and difficulties long before they occur.
- You have a complex picture of what is going on, but can also perceive very subtle signals.
- Linking your conscious and unconscious parts is one source of your creativity.

What motivates you

- Authenticity, inner conviction and the realization of your ideals are important to you.
- You need an environment in which you can shape and act on your own values and ideas.
- You prefer a pleasant and collaborative working atmosphere with personal flair.
- A good and organized environment is very motivating for you, as you can focus on what's most important.

Your role in the organization

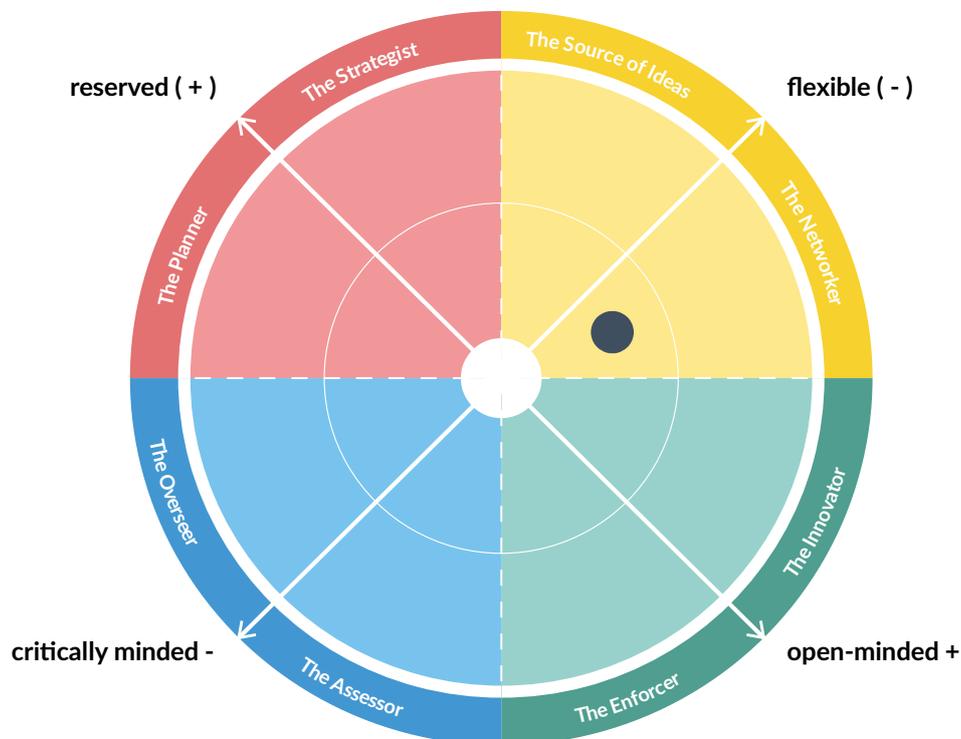
The most successful organizations are the ones that value difference among people and use this diversity to create new synergies and growth. If we are to meet the challenges of a rapidly changing world, it is essential that we take advantage of different competencies and create opportunities for them to complement one another.

A person's individual style can be understood as a specific combination of competencies that leads them to take on a particular role in a team or organization. It is essential that a person be able to identify this particular role and take it on. In fact, this is key to achieving effectiveness and experiencing efficiency, satisfaction and "flow" while on the job.

Your behavior in teams and organizations

- You inspire others with your ideals and try to act in accordance with your own values and ideals.
- You are sensitive to the personal interactions within a team. You can quickly identify and predict team conflicts.
- You are principled and have very clear convictions about how to serve the team.
- When working in a team, you demonstrate persistence, are conscientious and loyal, and expect the same from others.

Your role in a team



The quiet Networker

In organizations, you take on the role of a supporting pillar, albeit one that often goes unnoticed because of your modest and restrained demeanor.

What sets you apart when working with others

People differ from each other, and that's a good thing. When working in teams and in organizations, we should complement each other, because this is the only way we can achieve something great. But what makes us different from each other

also creates friction and, sometimes, stress. We can learn to look at the positive side of these differences and actually appreciate them. But doing so involves knowing yourself well.

Your communication style

- You need intensive, professional and personal discussions that have the feeling of conversations between equals.
- You want to be involved in important discussions and significant decisions.
- You wait for a favorable opportunity to join the discussion.
- You engage with others initially at an emotional and then at an intellectual level.

How you deal with conflict

- You recognize conflicts in advance, are good at moderating and can settle disputes quickly.
- You offer your criticisms appreciatively and expect others to do the same.
- You present unpleasant truths with restraint and in a way that others can accept.
- You are willing to reflect on and work on your own weaknesses.

How you lead

- Your leadership style is honest, fair, ambitious, disciplined, persistent, appreciative and understated.
- You express your appreciation and can establish trust.
- You lead with a collaborative approach and without a rigid adherence to hierarchy.
- You like a leadership style that is cooperative and encourages people to take responsibility for themselves, but in which help is provided when needed.

Your ideal manager

- There should be a basic level of harmony and conscious respect for humanitarian values.
- You want to take responsibility for yourself when working, and therefore need room for free thinking, decision-making and action.
- You enjoy learning new things and like to learn things about yourself, for example in feedback sessions.
- It is important to you that your manager inspires the team to move forward on issues and with empathy.

How you deal with stress and change

Your personal style also affects how you handle stress and change. Each style has particular sources of strength and

resilience as well as vulnerabilities that are worth paying attention to.

What can demotivate you

- You do not like poorly structured processes.
- You get flustered by situations in which there is too much uncertainty or chaos.
- If you don't get the opportunity to work alone occasionally, you feel uncomfortable and overworked.
- Similarly, you suffer when you are not given enough trust, appreciation and recognition.

Your behavior under stress

- You tend to repress and hide problems. You don't talk about them, even though you should.
- When you are under stress, you tend to feel hurt and underappreciated very quickly.
- Specific and concrete tasks suddenly take top priority without being properly thought through.
- You then become emotional and highly sensitive, and you eventually think that no one cares about you anymore.

Competencies to develop



Pragmatism

Pays attention to the fact that ideas can actually be implemented and accepts compromise if necessary



Realism

Sees people, facts and things as they are and looks behind the facade they may present



Critical thinking

The ability to break down issues and challenges into their constituent parts and identify root causes



Originality

Cultivates and effectively expresses one's own ideas



Composure

Remains calm, even when things get stressful and difficult



Objectivity

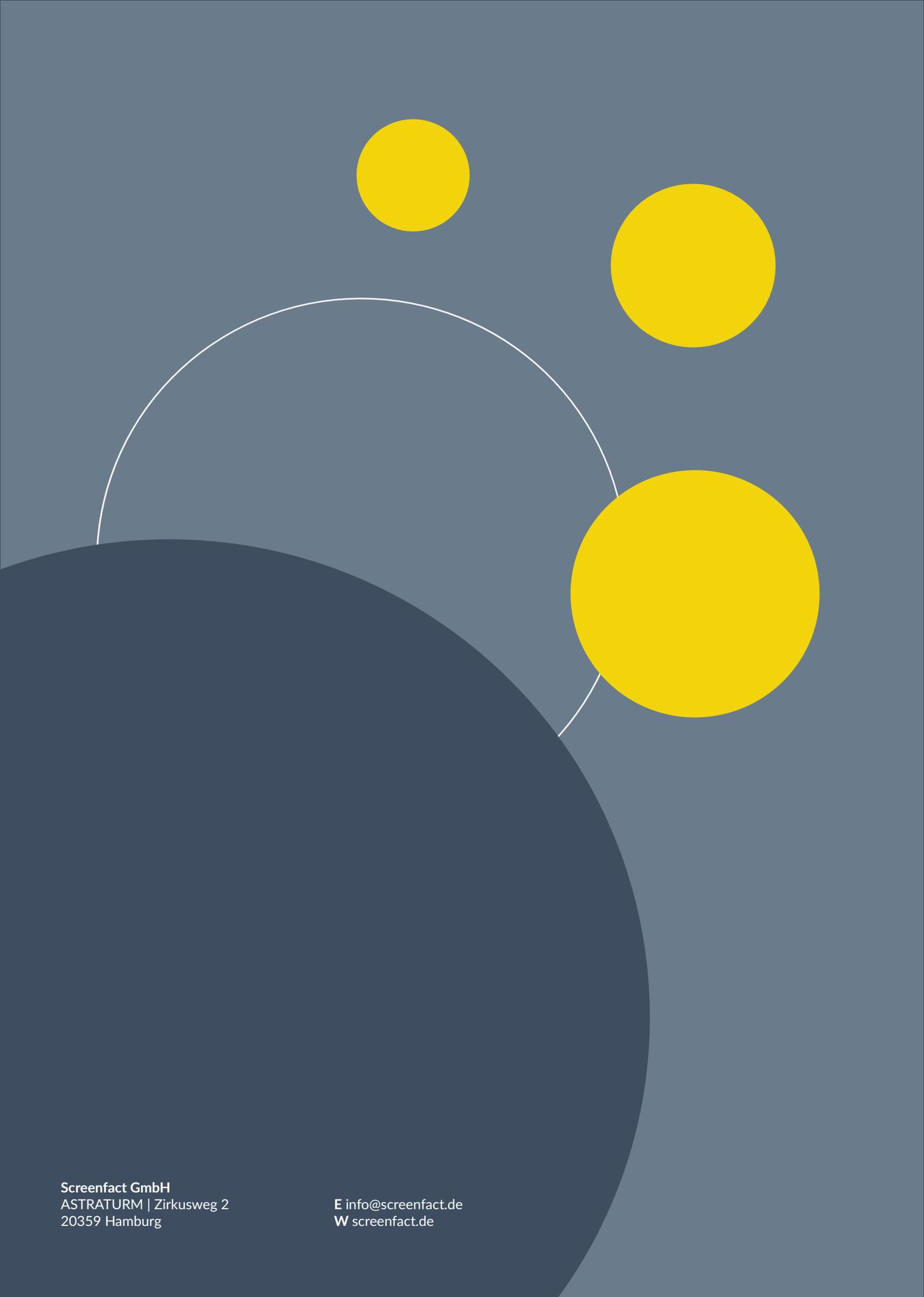
Able to see things as they are and remain calm even when things get difficult

How you deal with change

- Remain critical and circumspect; beware of being overly optimistic.
- Don't let your idealism run wild; things never go as smoothly as hoped.
- When faced with change, try to stay calm; things usually don't turn out as badly as you might think at first.
- Try to keep your need for certainty under control, as it can quickly lead to a kind of tunnel vision.

What helps you stay resilient

- Stay realistic and keep your strong idealism in check.
- Take a calm and relaxed approach to your goals; sometimes it's important to adjust them.
- Pay attention to your inner balance between certainty and creativity.
- Try not to overdo it by feeling that you have to be responsible for everything.



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