

# Uriel Melliphant



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## Talents

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### Adaptation

You have a proficiency for adjusting to changes in the workplace while maintaining a positive demeanor.

You have a strong ability to remain calm, level-headed and operate effectively in the midst of stressful situations and under multiple or conflicting demands.

You have a strong ability to learn and apply new skills, adjust effectively to different and changing environments, and smoothly integrate changes into your work habits.

You have an ability to deal positively with obstacles and failures, accept criticism and feedback, and use intuition and experience to complement data.



### Task Management

You have a proficiency for setting goals, monitoring progress, and taking initiative to improve your work.

You have an extraordinary ability to work independently, establish and meet challenging deadlines, persevere even when initially unsuccessful, and not settle for "good enough."

You have a strong ability to remain calm, level-headed and operate effectively in the midst of stressful situations and under multiple or conflicting demands.

You are able to learn what is important to get the job done right and avoid mistakes. You are also able to understand new procedures and explain them to others.



### Conflict Resolution

You have a proficiency for to bring others together to resolve conflicts and reconciling differences through negotiation.

You have a strong ability to stay calm and collected in stressful situations or when confronted with criticism.

You are supportive and sensitive to the feelings of others, helping you find mutually agreeable solutions.

You have the temperament for being polite and mannerly when interacting with others even when you disagree.

## Your Personality

### You are...

- › Perseverant, purposeful, ambitious, and achievement oriented
- › Likely to be calm, steady, imperturbable and composed
- › Likely to be focused on practical and tangible pursuits
- › Likely to be receptive, adaptive, flexible, unconventional, and reflective

## Professional Advice

Are you in the right career for your personality?

### Professionally, you are...

- › Exceptionally well suited to organizations and positions that greatly prioritize accomplishing the highest goals.
- › Exceptionally well suited to positions that measure success on the quantity and volume of work completed.
- › Well suited to making difficult decisions and producing work without error in situations that are constantly stressful or time sensitive.
- › Well suited to roles with clearly defined objectives and that require specialized subject knowledge.
- › Well suited to organizations and positions that are growing and changing quickly.
- › Best suited to positions where social relationships are not important, and where there is frequently space to work alone.

### At work, you...

- › Delight in pursuing exceptionally challenging goals and putting forth great effort to attain them.
- › Prefer excitement, some spontaneity and activity.
- › Prefer focusing on practical and tangible pursuits.
- › Prefer a variety of new and different experiences.

### You would be happiest in positions where you will...

- › Be asked to do the impossible and deliver it yesterday, because you enjoy the challenge and are likely to succeed.
- › Be evaluated on the quantity of work you complete, because quality concerns often just feels like nit-picking.
- › Be regularly in a fast paced and exciting (even frantic) environment, because you will likely succeed despite the pressure and produce work with little error.

- › Have defined objectives accomplishable with some specialized subject knowledge.
- › Be able to modify tasks and projects regularly - common in fast growing, changing or new business.
- › Be able to accomplish objectives by working on your own, avoid interpersonal conflict and disagreement, and not have to waste energy impressing management.

## Interview & Position Guide

Questions you should ask yourself and your interviewer when interviewing for a new position:

### **Will the role provide you with the kind of goals that would satisfy you?**

You are highly ambitious. If the goals are not big enough, you are likely to feel dissatisfied.

### **Will the role prefer tasks get completed fast-yet-imperfectly or slow-yet-perfectly?**

You are highly tolerant of imperfection, chaos, and disorganization, particularly if it allows you to get more done faster. You are likely to feel that your progress is impeded by people and policies that nit pick and stress over minor issues.

### **Will the role present enough to keep you engaged and excited?**

You are extremely calm and level-headed. You are likely to enjoy the challenge and excitement provided by unplanned events and unforeseen problems.

### **Will the role require investigating and solving a changing array of new problems?**

You prefer to work on predictable, practical and tangible projects. You are likely to feel dissatisfied if you constantly have to learn how to do your job again and again.

### **Will the role require you to keep continually stepping out of your comfort zone?**

You are highly receptive, adaptive, flexible, unconventional, and reflective. You are likely to be dissatisfied if you aren't expanding your horizons, having new experiences, encountering new ideas, and meeting new people.

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