



C-me Recruitment Profile

Lauren Flores

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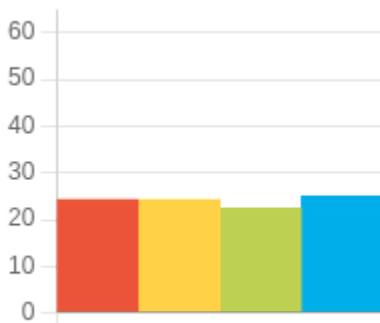
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Overview

This section provides a broad outline of your preferred ways of doing things.

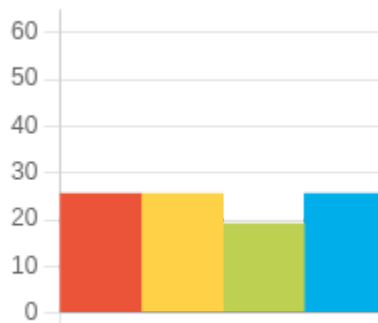
Sticking to her views, even with more senior colleagues, has never been a problem to Lauren, especially when armed with good information. High standards and quality work is her natural style; she is likely to pass this work ethic onto the group. Although she will often point out the problems with others' plans, she readily accepts responsibility for the tough jobs in the group. Her confidence that a solution will be possible comes from her ability to analyse the facts. She likes a hands-on role where she can keep everyone else on the straight and narrow. When colleagues don't follow the logic of her conclusions she can occasionally express frustration at their lack of understanding. Doing the right thing by her judgement is first on her list, the impact on her colleagues will be considered down the line. A natural sceptic, Lauren likes to test ideas; relying on personal experience and tending not to trust others' theories.

These graphs show your personal preference combination based on how you answered the questionnaire.



Adapted Behaviour

These are your more conscious preferences. They are likely to reflect your more modified behaviours.



Natural Behaviour

This less conscious reading of your preferences is likely to be your less filtered, more instinctive approach.



Your Place On The Wheel

This is a summary of your colour combination taken from your adapted graph. It is a helpful shorthand in comparing preferences.

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+ Resilient Strengths

Key strengths someone with your colour preference may have:

- Good problem solver
- Sticks with the task until complete
- Takes conflict in her stride
- Has a head for complexity
- Direct and to the point
- Pragmatic decision maker

🎯 Areas for Development

Possible challenges to be aware of and areas you may like to work on:

- Slow to trust
- Can be seen as critical
- Single-minded focus can be seen as stubborn
- May resent criticism and the person delivering it
- More interested in the result than the people
- Lacks sensitivity to others' needs

🤝 Enabling Engagement

What motivates you and demonstrates commitment:

- Needs time to question the details before commitment
- Will note each person's expression of commitment and remind them of it
- Holds others to account
- Expects full commitment from others and may discount those who don't agree

🧩 Team Contribution

The strongest value you bring to a team may be in these areas:

- Ensures that the team plays by the rules
- Accepts responsibility for the tough tasks
- Keeps calm in a crisis
- Uses logic and problem solving skills to find solutions
- Takes responsibility for the details
- Shows a depth of knowledge

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Positive Ways of Handling Setbacks

Positive preferences for handling moments of crisis:

- Accepts responsibility
- Brings calm certainty that the team will deliver
- Perseveres and works harder
- Good at spotting flaws in the arguments of others



Less Positive Ways of Handling Setbacks

Negative preferences for handling moments of crisis:

- May become more inflexible as problems deepen
- May appear dictatorial in her efforts to get to a solution quickly
- May resent criticism
- Forgets that other people may have a valid opinion



Role Agility

Role preferences and how you may react to change:

- She is less concerned with title and visibility than with results and achievement
- She can cut through complexity and assign defined roles to team members
- Takes on any role, even one she does not like, to achieve the goal
- Prefers a role where warmth and people skills are less important



Questions

- How do you demonstrate care for the people in your team?
- What issues are most important to you?
- How do you best exercise your desire to see improvement and progress?
- When you work with a new group what helps you to keep bringing in fresh ideas?
- How do you respond when others challenge your ideas?