



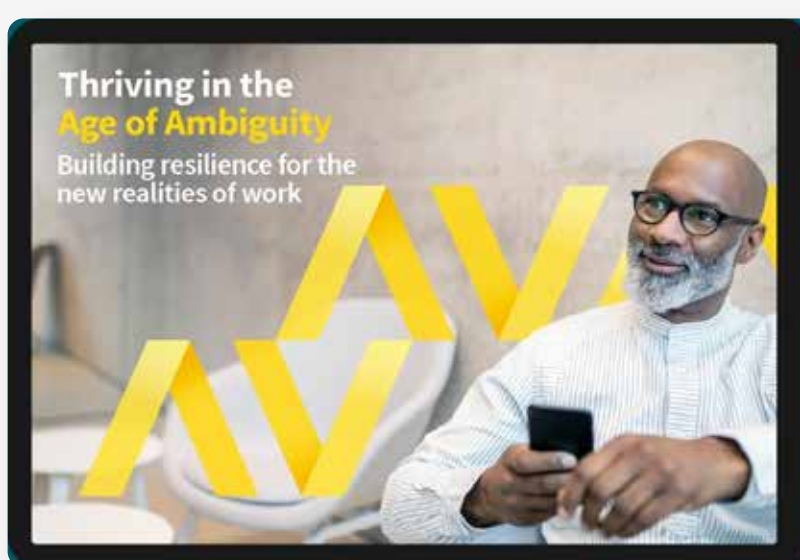
Our personality insights

Personality type has a huge influence on employees' behaviour, mindset and personal outcomes. However, with the right support anyone can build resilience.

Aviva has worked with Robertson Cooper, a team of wellbeing specialists and business psychologists, to create four evidence-based personality types and help employers factor these into their people strategies:

- Resilient Completers
- Impulsive Worriers
- Apprehensive Achievers
- Spontaneous Survivors

How can employers build resilience for the new realities of work?



[Download our report](#)

Resilient Completers

Overview
Disciplined, organised and confident | Good under pressure, but like a clear path with few surprises and may not always spot risks

In pursuit of financial wellbeing:

73% Resilient Completers have the **most positive** future financial outlook

22% And the **least** current financial health strain

The great workplace exchange:

60% Feel **comfortable** with their **job security**

70% Feel their employer is **genuinely concerned** about their **wellbeing**

Navigating a course into later life:

63% Resilient Completers are most likely to know **how much they need to pay into their pension** to live the life they want to

Recommendation

Mitigate sudden changes of direction with a clear plan and goals; provide line management that helps them spot risks

Impulsive Worriers

Overview
Less organised and resilient | Strongly motivated by avoiding risk and negative outcomes; vigilant but need emotional support

In pursuit of financial wellbeing:

Impulsive Worriers are the **most likely** to report a current **financial health strain** **37%**

The great workplace exchange: Only one in three **33%** feel **comfortable** with their **job security**

Navigating a course into later life: Fewer than one in five **19%** feel **comfortable** they will be **able to retire** when they want to

and **least likely** to have a **positive future financial health outlook** **56%**

and just **52%** feel their employer is **genuinely concerned** about their **wellbeing**

Recommendation

Build their confidence, create a positive environment and provide supportive, empathetic line management

Apprehensive Achievers

Overview
Determined and disciplined, often quite urgent, need support to perform well under pressure

In pursuit of financial wellbeing:

Only **44%** are **positive** about **financial risk**, such as debt, owing to their low emotional stability

The great workplace exchange:

Apprehensive Achievers are **no less satisfied with their job** than most other personality types, suggesting there are **no insurmountable barriers** if employers listen to them and personalise support

Navigating a course into later life:

Just **39%** know **how much they need to pay** into their pension to live the life they want to – **the lowest of any personality type**

Recommendation

Listen and provide autonomy when they identify risks; provide structure, process and support to mitigate change

Spontaneous Survivors

Overview
Work well under pressure and in fast moving situations | Detail and organisation are not their thing, need measurable goals

In pursuit of financial wellbeing:

50% Half are **positive** about **taking on financial risk** when it comes to managing and dealing with **their finances**

The great workplace exchange: This group are **least likely (14%)** to feel the Covid-19 pandemic has had a **negative impact on their work/life balance**

Navigating a course into later life:

Spontaneous Survivors are **more confident** than most other personality types when thinking about the **future**

Recommendation

Avoid asking them to 'do detail', spot the signs of disengagement early and provide tangible rewards to re-engage their interest