

WPP

Workstyle & Performance Profile



CANDIDATE REPORT
For Self-Coaching

John Doe





Introduction

This report is a summary of strengths and areas for coaching and development based on responses to the items in the assessment. The report is focused around seven main dimensions addressing different aspects of your workstyle. Keep in mind as you read the report that right side scores are not better than left side scores. There are positive and negative implications for both right side and left side scores, although certain scores are more preferable for certain roles.

Your Primary Traits

Contented

Reserved

Conventional

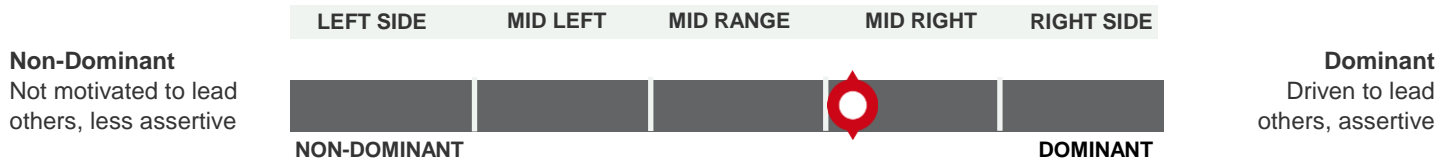
These are the most extreme scores from your personality profile below.

Summary of your results:



The marker represents your results. The average results of working adults is at the middle point of each dimension.

Dimension 1: Non-Dominant vs. Dominant



You scored in the Mid Right of the Non-Dominant vs. Dominant dimension.

This dimension measures the degree to which a person is driven to take charge and lead others. Mid-range scoring individuals can lead and influence others but are also comfortable as individual contributors.

Positive characteristics related to how you scored on this dimension:

- You're a cooperative team member
- You're able to work well independently
- You're comfortable taking charge if necessary
- You're able to lead others if necessary

Job-fit considerations – You would fit best into a role that:

- Emphasizes collaboration with others
- Involves occasional leadership tasks
- Involves working with a cooperative team
- Doesn't require being closely monitored

Possible coaching/developmental areas related to how you scored:

- You may be dissatisfied in a role that is primarily managing others
- You may be uncomfortable if you have to be highly assertive on a frequent basis

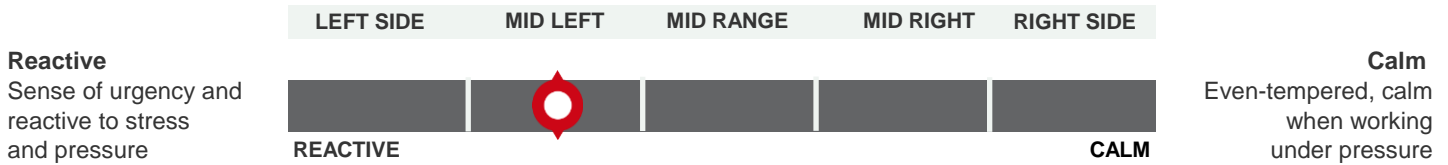
Culture-fit considerations - You would fit best into an organizational culture that:

- Has a healthy balance between cooperation and independence
- Is open to ideas and input from all team members
- Values the contributions of all employees

Interview Questions – Suggested questions to probe into this area to further assess "fit"

- How much of this job involves directing others?
- How does the work culture emphasize collaboration between co-workers?

Dimension 3: Reactive vs. Calm



You scored in the Mid Left of the Reactive vs. Calm dimension.

This dimension measures the degree to which a person is calm and tolerant of stress and pressure. Left side scoring individuals are emotionally expressive and have a strong sense of urgency. They are often seen as tense and reactive to stress.

Positive characteristics related to how you scored on this dimension:

- You show a sense of urgency
- You're self-aware
- You're quick to react to stress and pressure
- You take tasks seriously

Job-fit considerations – You would fit best into a role that:

- Doesn't require you to handle too much on-the-job stress
- Allows you to be open with your opinions
- Gives you a balanced workload
- Requires being proactive to be successful

Possible coaching/developmental areas related to how you scored:

- You may be tense and self-critical
- You may be sensitive to stress and pressure

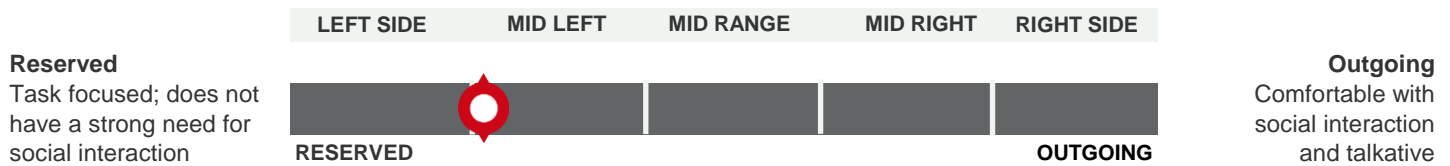
Culture-fit considerations - You would fit best into an organizational culture that:

- Emphasizes a healthy work-life balance
- Is openly appreciative of employees' contributions
- Has leadership that openly communicates and values constructive criticism

Interview Questions – Suggested questions to probe into this area to further assess "fit"

- How is a healthy work-life balance encouraged and supported?
- How are employees' contributions rewarded?

Dimension 4: Reserved vs. Outgoing



You scored in the Mid Left of the Reserved vs. Outgoing dimension.

This dimension measures the degree to which a person enjoys and is comfortable with social interaction. Left side scoring individuals have a low need for social interaction. They are typically reserved and prefer to focus completing tasks.

Positive characteristics related to how you scored on this dimension:

- You don't need a lot of interaction with others
- You're able to focus and work independently
- You have good listening skills
- You don't seek attention

Job-fit considerations – You would fit best into a role that:

- Lets you focus on working independently
- Doesn't involve too much team or group work
- Doesn't focus on interaction with unfamiliar people or the public
- Lets you focus on your work without being interrupted

Possible coaching/developmental areas related to how you scored:

- You may avoid interactions with unfamiliar people
- You may not voice your ideas and opinions

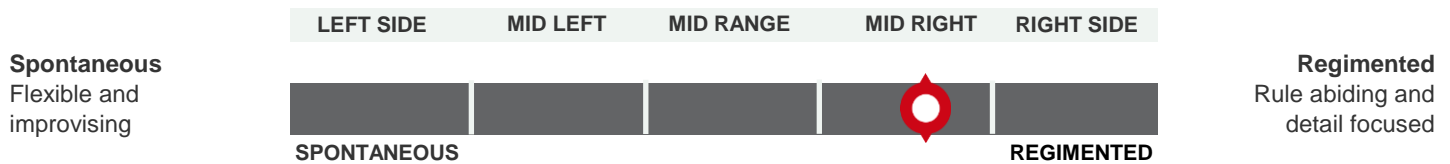
Culture-fit considerations - You would fit best into an organizational culture that:

- Encourages independent work
- Recognizes the contributions of employees who work 'behind the scenes'
- Respects that some people are more reserved than others

Interview Questions – Suggested questions to probe into this area to further assess "fit"

- How many of the tasks in this job are completed independently versus working with others?
- How are employees who work 'behind the scenes' recognized and shown that they are valued?

Dimension 6: Spontaneous vs. Regimented



You scored in the Mid Right of the Spontaneous vs. Regimented dimension.

This dimension measures the degree to which a person is conventional, rule abiding and detail-focused. Right side scoring individuals are typically excellent at planning and organizing. They are regarded as meticulous and value structure and certainty.

Positive characteristics related to how you scored on this dimension:

- You're detail-oriented
- You value order, structure, and predictability
- You're rule conscious
- You're conscientious and dependable

Job-fit considerations – You would fit best into a role that:

- Requires you to focus on details and get things exactly right
- Lets you plan ahead and stay organized
- Has expectations of you that are clear and formalized
- Doesn't require you to improvise and change plans too often

Possible coaching/developmental areas related to how you scored:

- At times, you may prefer to focus on the details rather than on the "big picture"
- You may respond to stressful or unusual situations by planning and organizing

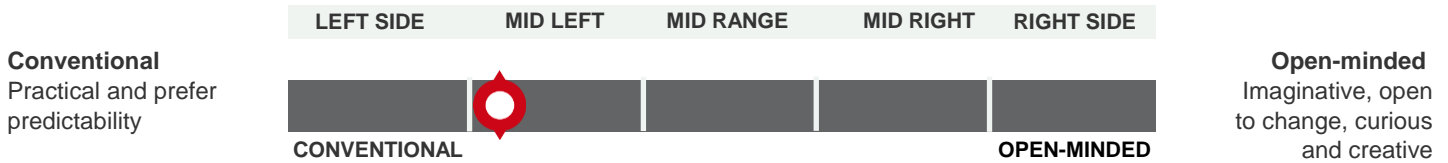
Culture-fit considerations - You would fit best into an organizational culture that:

- Has structure, processes and guidelines in place
- Maintains high-quality standards
- Closely monitors activities

Interview Questions – Suggested questions to probe into this area to further assess "fit"

- How much structure, processes and guidelines would there be in this job?
- How much planning and organizing would I be responsible for in this job?

Dimension 7: Conventional vs. Open-minded



You scored in the Mid Left of the Conventional vs. Open-minded dimension.

This dimension measures the degree to which a person is curious, imaginative and creative. Left side scoring individuals prefer following standard methods of completing tasks and are typically uninterested in new ideas unless they have a practical use.

Positive characteristics related to how you scored on this dimension:

- You're practical and realistic
- You adhere to using proven methods
- You can stay focused on repetitive tasks
- You're comfortable focusing on details

Job-fit considerations – You would fit best into a role that:

- Lets you follow established processes and make quick decisions
- Focuses on practical solutions to problems
- Lets you build upon others' ideas
- Doesn't require you to be too creative or innovative

Possible coaching/developmental areas related to how you scored:

- You may prefer to stick to traditional approaches to problem solving
- You may be skeptical of new ideas

Culture-fit considerations - You would fit best into an organizational culture that:

- Knows what it does best and stays with it
- Does not try to be an innovator
- Has consistent goals and objectives that don't change often

Interview Questions – Suggested questions to probe into this area to further assess "fit"

- How much change would I have to adapt to in this job?
- Is the organization well-established or is it relatively new?

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