

WPP

Workstyle & Performance Profile



CANDIDATE REPORT
For Self-Coaching

John Doe

THE HEADHUNTERS
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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

Calm

Empathetic

Achievement-Focused

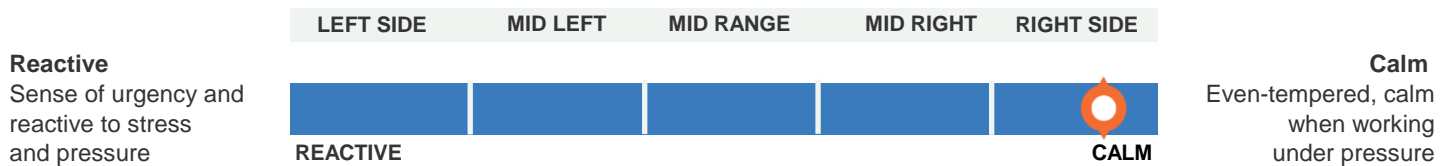
These are the most extreme scores from your personality profile below.

Summary of your results:



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

Dimension 3: Reactive vs. Calm



You scored in the Right Side of the Reactive vs. Calm dimension.

This dimension measures the degree to which a person is calm and tolerant of stress and pressure. Right side scoring individuals are seen as even-tempered and calm in stressful situations and don't tend to take criticism personally.

Positive characteristics related to how you scored on this dimension:

- You're even-keeled and calm
- You're very stress tolerant
- You're non-reactive to typical work pressure
- You easily adapt to change

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

- Requires a high level of stress tolerance
- Involves work where it helps to stay calm and collected
- Is demanding and challenging
- Needs you to stay optimistic and be persistent

Possible coaching/developmental areas related to how you scored:

- You may not always have a sense of urgency for time-sensitive tasks
- Others may mistake your calmness as you being unconcerned

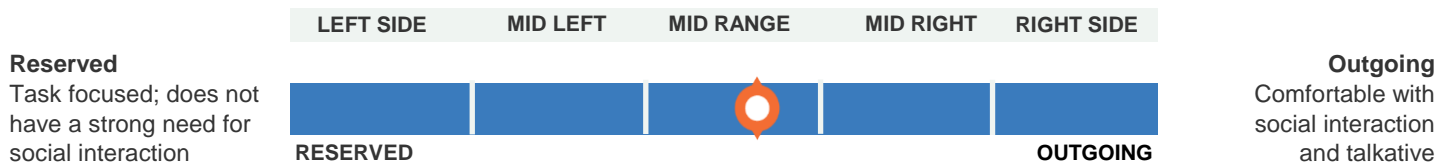
Culture-fit considerations - You would fit best into an organizational culture that:

- Keeps a consistent strategy
- Sets realistic goals and targets
- Has leadership that does not over-react to minor issues or threats

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

- What types of stress and pressure are part of this job?
- Does being calm and even-tempered help one's performance in this job?

Dimension 4: Reserved vs. Outgoing



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

This dimension measures the degree to which a person enjoys and is comfortable with social interaction. Mid-range scoring individuals are seen as friendly and comfortable interacting with others, but are not typically seen as highly outgoing.

Positive characteristics related to how you scored on this dimension:

- You're communicative and friendly
- You're outgoing but not overly attention-seeking
- You're approachable and willing to listen
- You likely prefer a mix of independent and collaborative tasks

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

- Involves a mix of independent and collaborative tasks
- Doesn't primarily involve interacting with unfamiliar people
- Involves tasks completed with a small group
- Doesn't require constantly being the focus of attention

Possible coaching/developmental areas related to how you scored:

- You may be reluctant to voice your ideas and opinions
- You may not seek recognition for your performance

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

- Is friendly, open and social
- Encourages both hard work and fun
- Emphasizes the importance of open communication

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

- How much of the work in this job is completed independently versus working with others?
- How much of this job involves meeting new people?

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Attitude-Values-Personality (AVP) report provides a snapshot of workstyle, work values, and safety risks, all from one short survey. Choose a one-page summary of results, or a detailed combination report highlighting key personality strengths, challenges, suggested interview questions and coaching tips to better assess job fit for both hiring and development.

**The AVP includes any combination of WPP, WVA & SQ/DSQ*



Workstyle & Performance Profile (WPP) reveals each participant's workstyle, strengths, and areas for improvement. The WPP can be used for hiring, training, performance management, succession planning, and more.

**Participant report available*



Work Values & Attitude (WVA) assessment uncovers an individual's values and personal standards for behavior to help assess whether they are a cultural fit for your organization. The WVA measures conformity, responsibility, positivity, and more.

**Participant report available*



Safety Quotient™ (SQ) helps identify the high-risk personality traits that lead to human error and preventable workplace incidents. The SQ measures rule-resistance, distractibility, impulsiveness, and more. Specialized report for Safety Leaders available.

**Participant report available*



Driver Safety Quotient™ (DSQ) helps predict a driver's likelihood of collisions, near misses, traffic violations, property damage, and more. The DSQ helps ensure a safer roadway for everyone.

**Participant report available*

ADD-ON SOLUTIONS: Included in the Standard Unlimited-Use Subscription.



Cognitive Ability (CQ): Tests language comprehension, numerical calculation ability, and spatial reasoning.



English Proficiency (EP): Measures English language competencies, including writing, vocabulary, and typing accuracy.

PREMIUM SOLUTIONS: Included in the Premium Unlimited-Use Subscription.



Leadership Profile (LP): Helps hire, train, and develop an organization's most valuable assets - its leaders. The LP identifies leadership style, business reasoning ability, and conflict management approach.

**Participant report available*

OTHER SOLUTIONS: Ask us for details. Additional fees may apply.



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