

WPP

Workstyle & Performance Profile



CANDIDATE REPORT
For Self-Coaching

John Doe

THE HEADHUNTERS



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

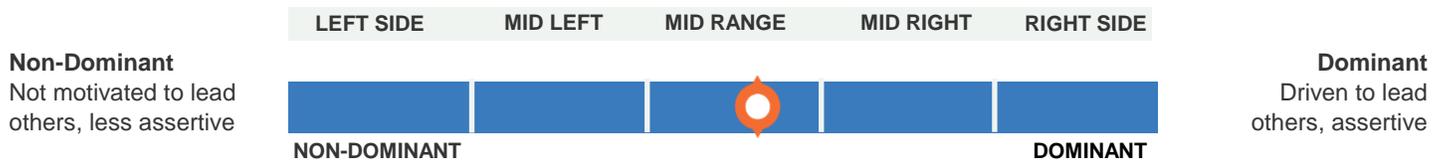
These are the most extreme scores from your personality profile below.

Summary of your results:



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

Dimension 1: Non-Dominant vs. Dominant



You scored in the Mid Range 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

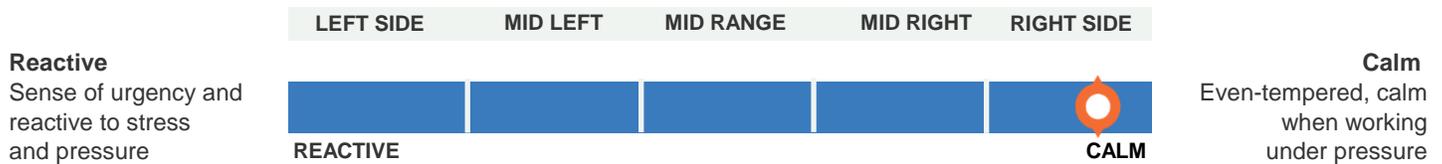
Culture-fit considerations - You would fit best into an organizational culture that:

- 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 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?

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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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