

# WPP

## Workstyle & Performance Profile



**EMPLOYER REPORT**  
For Hiring, Training & Coaching

John Doe

**THE HEADHUNTERS**  
Powered by HIRE Technologies





# WORKSTYLE & PERFORMANCE PROFILE Summary

## Introduction

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

The results in this report are based on research conducted with samples of working adults and can be expected to represent this person's work-relevant characteristics. It is important to remember, however, that these results should not be used as the sole factor when making a hiring decision and should always be considered in the context of all available information about a person's fit to a specific role and work environment.

## John Doe's primary traits:



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

## Summary of John Doe's results:



**Marker:** Represents this person's results. The average results of working adults is at the mid point of each dimension.

**Disclaimer:** We cannot predict the occurrence of specific incidents, but only the probability that people will engage in behaviors that increase the likelihood of incidents. These assessment results should always be considered in the context of all available information about a person; do not use this as the sole factor for

## STRENGTHS

### A) Positive aspects related to how John Doe scored:

- **Even-tempered and calm**
  - Very stress tolerant
  - Very even-keeled and calm
  - Non-reactive to typical work stress and pressure
  - Able to persist and stay optimistic when facing significant challenges
- **Sensitive and empathetic**
  - Helpful and considerate
  - Avoids conflict
  - Empathetic and understanding
  - Focused on cooperation and team efforts
- **Motivated to reach objectives**
  - Motivated to fulfil responsibilities
  - Able to meet others' standards and expectations
  - Able to complete tasks and reach objectives
  - Has modest expectations of themselves and others
- **Practical but able to adapt to change**
  - Able to build on others' ideas
  - Practical but can be innovative when necessary
  - Has a realistic problem-solving style
  - Can contribute to strategic planning

## POTENTIAL CHALLENGES

### B) Management Considerations related to how John Doe scored:

- **Even-tempered and calm**
  - May need prompting to react immediately to complex issues
  - May not openly show enthusiasm and appreciation
  - Will likely not appreciate others over-reacting to minor issues or threats
  - May not display a sense of urgency
- **Sensitive and empathetic**
  - Should be openly recognized and appreciated for work well done
  - Will likely need to feel that helping others is a primary goal
  - Should be given opportunities to collaborate with others
  - Would perform best in a supportive team environment
- **Motivated to reach objectives**
  - Would respond well to being recognized for good work
  - Would benefit from occasional reminders for work quality standards
  - Would respond best to being given reachable goals
  - Would be motivated by group collaboration
- **Practical but able to adapt to change**
  - May not be highly creative but can build upon others' ideas
  - May need to know the reasons behind changes in plans or strategy
  - May need time to adapt to significant changes
  - May need time to become comfortable with taking risks

**John Doe 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.

**Interview Questions: Suggested questions to probe into this area to assess 'fit':**

- Give me an example of a situation in the past where you persuaded others to accept something they initially disagreed with. What was the situation and how did you handle it?
- Tell me about a particularly challenging time when you had to influence or convince someone to do something in order to reach your objective. What was the situation and what did you do?

**John Doe scored in the Mid Right of the Contented vs Achievement-Focused dimension.**

This dimension measures the degree to which a person is focused on achieving challenging goals.

**Interview Questions: Suggested questions to probe into this area to assess 'fit':**

- Tell me about an accomplishment that you're very proud of. How did you reach that accomplishment and what does it mean to you?
- Tell me about a time when you felt that your job was very challenging. Describe the situation in detail.

**John Doe 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.

**Interview Questions: Suggested questions to probe into this area to assess 'fit':**

- Give me an example of a situation where you recognized that you had to take urgent action. What was the situation and what did you do?
- Tell me about a time when you were particularly overwhelmed with your responsibilities at work. What strategies did you use to deal with this pressure?

**John Doe 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.

**Interview Questions: Suggested questions to probe into this area to assess 'fit':**

- Tell me about a time when you voiced your opinion although it was uncomfortable to do so. Describe the situation in detail.
- Give me an example of a time when you were in a situation where communicating with someone was challenging. What was the situation and how did you handle it?

**John Doe scored in the Mid Right of the Direct vs. Empathetic dimension.**

This dimension measures the degree to which a person is sensitive to the feelings of others & shows empathy.

**Interview Questions: Suggested questions to probe into this area to assess 'fit':**

- Sometimes customers or co-workers make unreasonable requests. Describe a time when someone made an especially unreasonable request to you. How did you handle this situation?
- Tell me about a time when you had to deal with someone who was angry or upset with you. What was the situation and how did you handle it?

**John Doe scored in the Mid Range of the Spontaneous vs. Regimented dimension.**

This dimension measures the degree to which a person is conventional, rule abiding and detail-focused.

**Interview Questions: Suggested questions to probe into this area to assess 'fit':**

- Give me an example when you weren't satisfied with the quality of your work but you didn't have the time or resources to complete it properly. Describe the situation in detail.
- Tell me about a time when you worked in an environment where there was a lack of planning and organization. What was the situation and how did you react?

**John Doe scored in the Mid Range of the Conventional vs. Open-minded dimension.**

This dimension measures the degree to which a person is curious, imaginative and creative.

**Interview Questions: Suggested questions to probe into this area to assess 'fit':**

- Tell me about a time when you had to adapt to a drastic or rapid change at work. What was the change and what did you do to adapt to it?
- Sometimes we're required to change and we're not sure if the change will be beneficial. Tell me about a time when you were skeptical of a change or new idea at work. What was the situation and how did you react?

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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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