

# Workstyle & Performance Profile



**CANDIDATE REPORT** 

For Self-Coaching

John Doe



## **WPP RESULTS**

#### 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:**

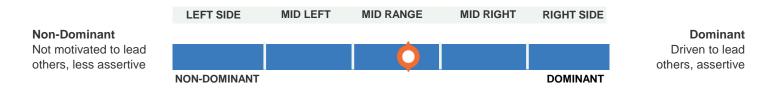




The marker represents your results.

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:

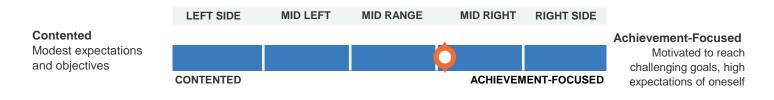
- You may be dissatisfied in a role that is primarily managing others
- You may be uncomfortable if you have to be highly assertive on a frequent basis

# 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

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

#### **Dimension 2: Contented vs. Achievement-Focused**



#### You 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. Mid-range scoring individuals are able to complete their objectives and tasks but may not expect to achieve highly challenging goals.

## Positive characteristics related to how you scored on this dimension:

- You're motivated to fulfil your responsibilities
- You're able to meet others' standards and expectations
- You're able to complete your tasks and reach your objectives
- You have modest expectations of yourself and others

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

- Requires meeting realistic standards and expectations
- Rewards employees who do good work
- · Requires effort and self-motivation
- · Has realistic, reachable goals

# Possible coaching/developmental areas related to how you scored:

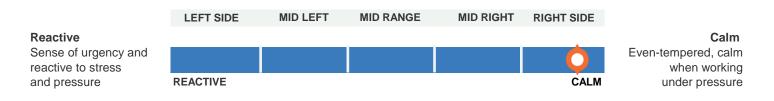
- You may find it challenging at times to consistently meet others' expectations
- You may be uncomfortable with goals that are very difficult to reach

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

- · Rewards employees who do good work
- Expects employees to meet realistic standards
- Sets reachable goals

- How would you describe someone who is a good performer in this job?
- · How demanding are the main responsibilities of this job?

#### **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

- · 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

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

## **Dimension 5: Direct vs. Empathetic**



#### You 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 and shows empathy. Right side scoring individuals are seen as sensitive to the needs of others, accommodating, cooperative, considerate, and relationship-focused.

#### Positive characteristics related to how you scored on this dimension:

- · You're seen as helpful and considerate
- You prefer to avoid conflict when possible
- You're empathetic and understanding
- You're focused on cooperation and team efforts

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

- · Involves tasks where you help others
- Doesn't involve being exposed to negative feelings and conflict
- Requires you to be empathetic and sensitive to the needs of others
- Doesn't require you to be blunt and direct

#### Possible coaching/developmental areas related to how you scored:

- You may spend too much time trying to please
- You may be uncomfortable dealing with people who are upset or angry

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

- Makes an effort to ensure that employees feel appreciated
- Encourages cooperation and strong interpersonal relationships
- · Gives priority to people issues
- · Makes helping others a primary goal

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

- What does the organization do to help maintain good employee morale and engagement?
- What aspects of this job involve helping others?

**Empathetic** 

and tactful

## Dimension 6: Spontaneous vs. Regimented



#### You 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. Mid-range scoring individuals are comfortable following rules and processes but can also be flexible, adaptive to change and can improvise.

## Positive characteristics related to how you scored on this dimension:

- You're adaptive to change
- You're organized but not meticulous
- You're seen as responsible and reliable
- You're comfortable following set processes and procedures when required

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

- · Involves some planning and organizing
- · Requires focusing on getting details right
- · Has expectations that are clear
- · Has consistent goals and measures of success

# Possible coaching/developmental areas related to how you scored:

- You may desire more planning or organization in stressful or unusual situations
- You'll likely follow the most efficient route to achieving objectives

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

- · Clearly defines responsibilities and standards
- · Will maintain good quality standards
- · Doesn't micro-manage employees

- · How much autonomy would I have in this job?
- How much planning and organizing are involved in this job?

## **Dimension 7: Conventional vs. Open-minded**

# **Conventional**Practical and prefer predictability



**Open-minded** Imaginative, open to change, curious

and creative

#### You 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 innovative. Mid-range scoring individuals can be creative and imaginative when it is required but will still remain practical in their problem solving approach.

## Positive characteristics related to how you scored on this dimension:

- You're practical but can be innovative when necessary
- You have a realistic problem-solving style
- You can contribute to strategic planning
- You're able to build on others' ideas

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

- · Does not have a main focus on creativity
- Does not involve constant change in goals
- Involves some element of strategic thinking
- Allows for some innovation and developing new ideas

# Possible coaching/developmental areas related to how you scored:

- You may stick to traditional approaches to problem solving
- You may be initially resistant to rapid or drastic change

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

- Is progressive and open to new ways of doing things
- · Is practical but values innovation and creativity
- · Adapts well to change
- Takes measured risks

- How much change and variety is there in this job?
- · Is the organization well-established or is it relatively new?

## **Solutions**



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**OUR CORE BUNDLE:** Included in the Standard Unlimited-Use Subscription.



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

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