

# WPP

## Workstyle & Performance Profile



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

**Kelly Sample**

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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.

## Kelly Sample's primary traits:

**Spontaneous**

**Conventional**

**Reactive**

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

## Summary of Kelly Sample's results:



### Kelly Sample's Validity Category:

**Acceptable**

- If the validity category is "Caution":
- Interpret the results above with caution
  - Verify results with interview and reference questions

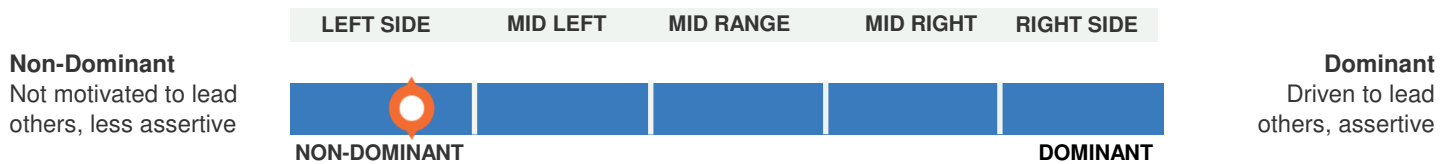


The marker represents your results. The average results of working adults is at the middle point of each dimension.

### 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 making employment-related decisions.

## Dimension 1: Non-Dominant vs. Dominant



### Kelly Sample scored in the Left Side of the Non-Dominant vs. Dominant dimension.

This dimension measures the degree to which a person is driven to take charge and lead others. Left side scoring individuals are comfortable being an individual contributor focusing on their own tasks rather than managing or leading others.

#### Positive aspects of how Kelly Sample scored:

- Would be a cooperative team member
- Able to stay focused on independent work
- Comfortable taking direction from others
- Accommodating of co-workers

#### Job-Fit Considerations – Kelly Sample would fit best into a role that:

- Focuses on independent work rather than leading or managing others
- Has objectives that are straightforward and reachable
- Involves working with a supportive team
- Doesn't require frequently taking charge and directing others

#### Coaching/developmental areas related to how Kelly Sample scored:

- May not want to assume a leadership role
- May be uncomfortable being highly assertive

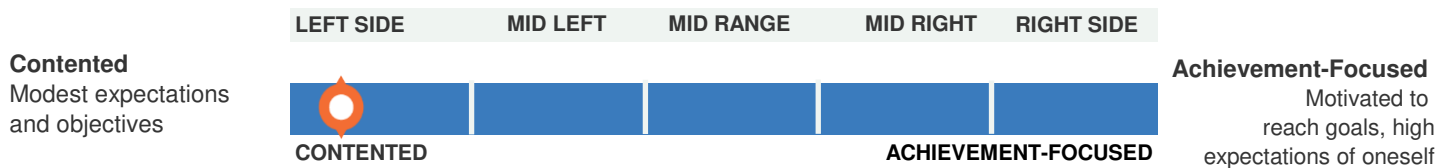
#### Management considerations for leading Kelly Sample:

- Will prefer collaborating more than leading
- May be uncomfortable delegating tasks to others if required to
- Would benefit from hearing performance feedback
- Would benefit from recognition for good performance

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

- Give me an example of a time when you had to resolve a difficulty or conflict with a customer, vendor or co-worker. What was the situation and how did you handle it?
- Give me an example of a situation in the past where you have demonstrated your ability to be assertive when necessary. What was the situation?

## Dimension 2: Contented vs. Achievement-Focused



### Kelly Sample scored in the Left Side of the Contented vs. Achievement-Focused dimension.

This dimension measures the degree to which a person is focused on achieving challenging goals. Left side scoring individuals are satisfied with how things currently are and are have modest expectations about what they will achieve.

#### Positive aspects of how Kelly Sample scored:

- Undemanding
- Flexible with goals and plans
- Has modest expectations
- Generally satisfied with how things are

#### Job-Fit Considerations – Kelly Sample would fit best into a role that:

- Has modest expectations for job performance
- Has goals that are fairly easily reached
- Doesn't involve working under pressure to achieve difficult objectives
- Doesn't require continuous self-improvement

#### Coaching/developmental areas related to how Kelly Sample scored:

- May find it challenging at times to maintain a high level of performance
- May need encouragement with goals that are challenging

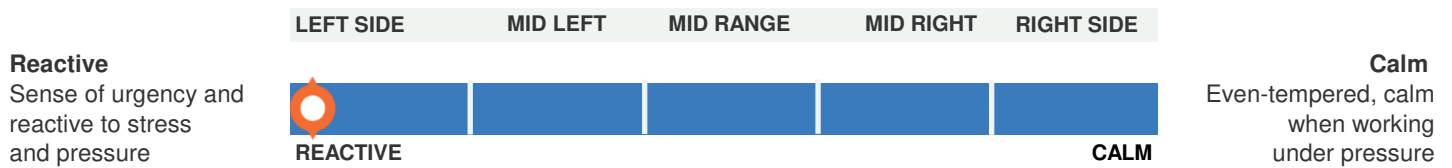
#### Management considerations for leading Kelly Sample:

- Would respond well to being recognized for good work
- Would benefit from learning clear standards for work quality
- Would respond best to realistic, reachable goals
- Would be motivated by group collaboration

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

- Give me an example of a time when you had to put in extra effort at work to complete a task or project. What was the situation, what did you do and what was the result?
- Tell me about a job you had that you felt was very demanding. Describe the situation and how you felt about it at the time.

## Dimension 3: Reactive vs. Calm



### Kelly Sample scored in the Left Side 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 aspects of how Kelly Sample scored:

- Shows a sense of urgency
- Self-aware
- Reactive to stress and pressure
- Takes tasks seriously

#### Job-Fit Considerations – Kelly Sample would fit best into a role that:

- Requires being proactive to be successful
- Allows for being open with emotions and opinions
- Has a mix of high and low stress tasks
- Gives a balanced workload

#### Coaching/developmental areas related to how Kelly Sample scored:

- May become upset or discouraged when things do not go well
- May be tense or self-critical

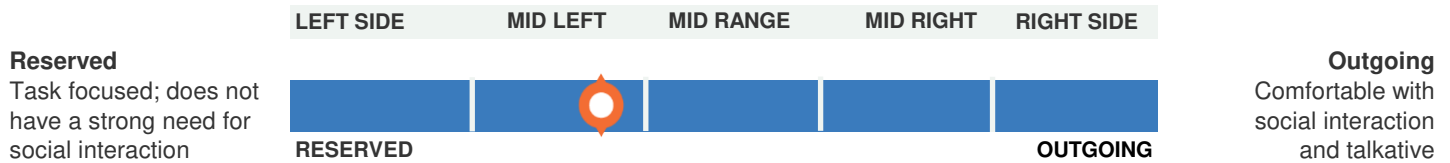
#### Management considerations for leading Kelly Sample:

- Should be given ambitious but reachable goals and targets
- Should be monitored to make sure that stress levels are not too high
- Would benefit from positive feedback
- Would likely be open to hearing suggestions for performance improvement

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

- 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?
- Stress can often decrease our job effectiveness. Tell me about a particularly stressful situation that could have affected your performance at work if you had let it. How did you cope with the stress?

## Dimension 4: Reserved vs. Outgoing



### Kelly Sample 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. Mid-range scoring individuals are seen as friendly and comfortable interacting with others, but are not typically seen as highly outgoing.

#### Positive aspects of how Kelly Sample scored:

- Prefers a mix of independent and collaborative tasks
- Sociable but not attention-seeking
- Approachable and willing to listen
- Comfortable interacting with new people

#### Job-Fit Considerations – Kelly Sample would fit best into a role that:

- Has 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

#### Coaching/developmental areas related to how Kelly Sample scored:

- May not seek recognition for performance
- May not enjoy tasks or events with unfamiliar people

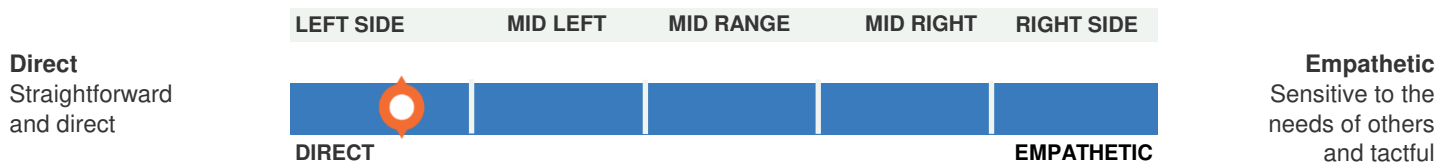
#### Management considerations for leading Kelly Sample:

- Should have independent work as a job component
- Should be encouraged to share thoughts and ideas
- May not highlight or seek attention for work well done
- May need encouragement to initiate relationship building with unfamiliar people

### Interview Questions – Suggested questions to probe into this area to further 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?

**Dimension 5: Direct vs. Empathetic**



**Kelly Sample scored in the Left Side of the Direct vs. Empathetic dimension.**

This dimension measures the degree to which a person is sensitive to the feelings of others & shows empathy. Left side scoring individuals are seen as direct & are typically more interested in completing tasks than developing interpersonal relationships.

**Positive aspects of how Kelly Sample scored:**

- Will likely be a straightforward and frank communicator
- Focused on completing tasks
- Comfortable voicing unpopular opinions
- Comfortable handling interpersonal tension

**Job-Fit Considerations – Kelly Sample would fit best into a role that:**

- Allows being direct and forthright
- Requires assertiveness
- Allows an opportunity to provide constructive criticism
- Focuses on both concrete issues and people issues

**Coaching/developmental areas related to how Kelly Sample scored:**

- May focus on completing tasks more than people issues
- May be seen as too forthright by highly sensitive people

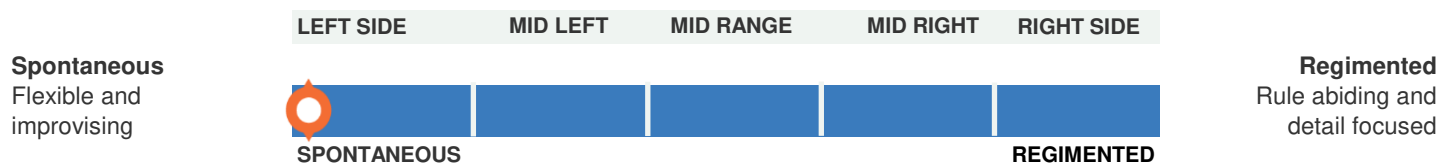
**Management considerations for leading Kelly Sample:**

- Should be encouraged to provide frank opinions and constructive criticism
- Will not shy away from interpersonal conflict
- Can handle negative information
- Not likely to take criticism personally

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

- Tell me about a time when you needed to make someone feel comfortable and at ease. How did you approach the situation?
- 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?

## Dimension 6: Spontaneous vs. Regimented



### Kelly Sample scored in the Left Side of the Spontaneous vs. Regimented dimension.

This dimension measures the degree to which a person is conventional, rule abiding and detail-focused. Left side scoring individuals prefer to improvise and be flexible rather than focusing on details and following set methods and processes.

#### Positive aspects of how Kelly Sample scored:

- Not bound by rules or tradition
- Easily grasps the 'big picture'
- Able to improvise
- Able to quickly adapt to new processes

#### Job-Fit Considerations – Kelly Sample would fit best into a role that:

- Has a mix of detailed and 'big picture' work
- Has an element of variety and unpredictability
- Doesn't primarily focus on performing repetitive tasks
- Has some flexibility in how tasks are completed

#### Coaching/developmental areas related to how Kelly Sample scored:

- May prefer to focus on 'big-picture' issues
- Will likely follow the most efficient route to achieving objectives

#### Management considerations for leading Kelly Sample:

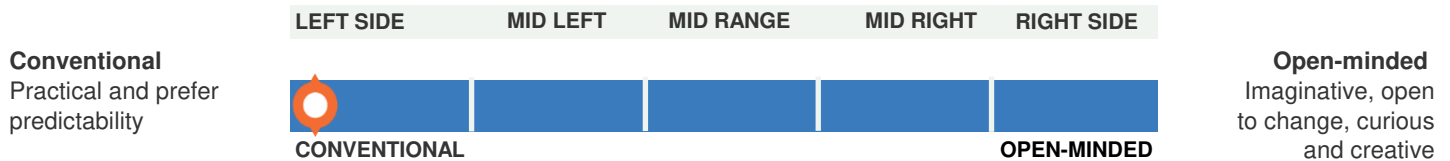
- Should be given clear goals but be allowed to decide how to reach them
- Should be given a mix of 'big picture' and detailed tasks
- Will easily see 'the big picture'
- Would be comfortable with constant change

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

- Tell me about a situation when you were required to closely follow process or routine but you felt that following it might actually hold you back. How did you handle the situation?
- Give me an example of a time when you had to be detail-focused in order to complete a task successfully. What did you do and what were the results?



## Dimension 7: Conventional vs. Open-minded



### Kelly Sample scored in the Left Side 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 aspects of how Kelly Sample scored:

- Would follow a practical and realistic approach
- Will adhere to using proven methods
- Able to stay focused while doing repetitive tasks
- Comfortable focusing on details

#### Job-Fit Considerations – Kelly Sample would fit best into a role that:

- Involves following established processes and making quick decisions
- Focuses on applying practical solutions to problems
- Involves building upon others' ideas
- Doesn't require a lot of creativity or innovation

#### Coaching/developmental areas related to how Kelly Sample scored:

- Will likely prefer to stick to established approaches to completing tasks
- May need time to adapt to rapid or drastic change

#### Management considerations for leading Kelly Sample:

- Can be counted on to adhere to guidelines and policies
- May need extra time to adapt to change
- Will benefit from knowing the reasons for change
- May need reassurance when required to take risks

### Interview Questions – Suggested questions to probe into this area to further 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?
- Have you recently pursued any opportunities to improve your skills? How did you learn about these opportunities? What actions did you take to pursue them?

# Products

**CORE PRODUCT:** TalentClick's **AVP (Attitude-Values-Personality)** employee assessment solution provides actionable business intelligence. Each report contains tailored behavioral interview questions and performance management recommendations. Buy 1 unit and get any of these reports from one participant survey.



**Safety Quotient™ (SQ)** helps identify the high-risk personality traits (impulsiveness, distractibility, rule-resistance, irritability, etc.) that lead to human error and preventable incidents.



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



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



**Work Values & Attitude (WVA)** assessment contains predictive analytics on integrity, responsibility, coachability, positive attitude, aggression, and open communication. The WVA report can help decrease employee absenteeism, turnover, theft, fraud, violence, and increase employee engagement, productivity, customer satisfaction, profitability, and more.

**ADD-ON PRODUCTS:** Purchase additional units for these separate products.



**Cognitive Quotient (CQ)** for testing spatial reasoning, language, and numerical problem-solving ability.



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**eLearning** online *Safety Self-Awareness* courses



**Virtual eCoaching** ongoing *Self-Awareness* learning via electronic reminders

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**Leadership Profile**



**360 Degree Review**



**Culture Assessment**