

# Workstyle & Performance Profile



### **PARTICIPANT REPORT**

For Self-Coaching

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### **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**

Spontaneous Conventional Reactive

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

### **Summary of your results:**

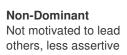
	LEFT SIDE	MID LEFT	MID RANGE	MID RIGHT	RIGHT SIDE	
Non-Dominant Not motivated to lead others, less assertive	Ó					<b>Dominant</b> Driven to lead others, assertive
Contented Modest expectations and objectives	Ó					Achievement-Focused  Motivated to reach challenging goals, high expectations of oneself
Reactive Sense of urgency and reactive to stress and pressure	<b>O</b>					Calm Even-tempered, calm when working under pressure
Reserved Task focused; does not have a strong need for social interaction		Ó				Outgoing Comfortable with social interaction and talkative
<b>Direct</b> Straightforward and direct	<b>O</b>					Empathetic Sensitive to the needs of others and tactful
Spontaneous Flexible and improvising	<b>Q</b>					Regimented Rule abiding and detail focused
Conventional Practical and prefer predictability	<b>O</b>					Open-minded Imaginative, open to change, curious and creative
	LEFT SIDE	MID LEFT	MID RANGE	MID RIGHT	RIGHT SIDE	



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**





Dominant
Driven to lead
others, assertive

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

- You're a cooperative team member
- You're able to stay focused on your own work
- · You're comfortable taking direction from others
- You're accommodating with co-workers

### Job-fit considerations – You 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

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

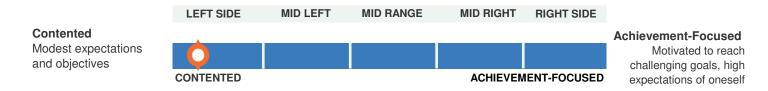
- You may not be comfortable taking a leadership role
- You may be uncomfortable being highly assertive

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

- · Emphasizes collaboration among coworkers
- Is open to ideas and input from all team members
- Values the contributions of all employees, not just leaders

- · How does the work culture emphasize collaboration between co-workers?
- · How does management collect ideas and input from all team members?

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



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

- · You're flexible with goals and plans
- You have realistic expectations
- · You're generally satisfied with how things are
- · You're not highly demanding

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

- · Has modest expectations for job performance
- · Has realistic goals
- Doesn't involve working under pressure to achieve difficult objectives
- · Doesn't require continuous improvement

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

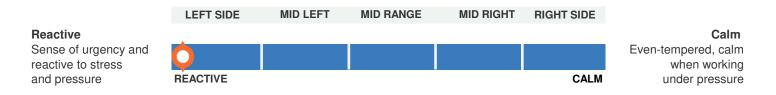
- You may find it challenging to consistently maintain a high level of performance
- You may be uncomfortable with goals that are hard to reach

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

- Has realistic expectations for employee performance
- · Doesn't set unreachable goals
- Doesn't put too much pressure on employees to perform

- · How difficult is the day to day work?
- · How demanding are the main responsibilities of this job?

### **Dimension 3: Reactive vs. Calm**



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

- You show a sense of urgency
- · You're self-aware
- You're guick to react to stress and pressure
- You take tasks seriously

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

- Doesn't require you to handle too much on-theiob stress
- Allows you to be open with your opinions
- · Gives you a balanced workload
- Requires being proactive to be successful

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

- You may be tense and self-critical
- You may be sensitive to stress and pressure

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

- Emphasizes a healthy work-life balance
- Is openly appreciative of employees' contributions
- Has leadership that openly communicates and values constructive criticism

- · How is a healthy work-life balance encouraged and supported?
- How are employees' contributions rewarded?

### **Dimension 4: Reserved vs. Outgoing**

## Reserved Task focused; does not have a strong need for social interaction RESERVED MID RANGE MID RIGHT RIGHT SIDE OUTGOING

Outgoing Comfortable with social interaction and talkative

### You 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 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**





Empathetic Sensitive to the needs of others and tactful

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

- You're a straightforward and direct communicator
- · You're focused on completing tasks
- You're comfortable voicing unpopular opinions
- You don't feel obligated to please others

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

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

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

- You may focus on completing tasks more than people issues
- You may appear critical or forthright to people who are sensitive

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

- Is focused more on achieving its objectives than people issues
- Considers disagreement and criticism to be constructive
- Encourages frank dialog and open exchange of opinions

- Does the work culture encourage open dialog and exchange of opinions?
- Are managers open to receiving input and constructive criticism from employees?

### Dimension 6: Spontaneous vs. Regimented





Regimented
Rule abiding and
detail focused

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

- You're not bound by rules or tradition
- · You're willing to take risks
- You easily adapt to change
- · You're able to improvise

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

- Lets you focus on big-picture issues and strategies, not details
- Doesn't require you to be highly organized or structured
- Lets you decide how you want to do your own work
- · Needs you to be flexible and improvise

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

- You may not enjoy detailed work
- You'll likely follow the most efficient route to achieving objectives

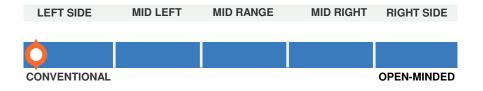
### Culture-fit considerations - You would fit best into an organizational culture that:

- Does not expect strict adherence to set processes and procedures
- Doesn't micro-manage employees
- Has minimal bureaucracy

- How closely would I be managed? 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 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 characteristics related to how you scored on this dimension:

- You're practical and realistic
- · You adhere to using proven methods
- You can stay focused on repetitive tasks
- · You're comfortable focusing on details

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

- Lets you follow established processes and make quick decisions
- Focuses on practical solutions to problems
- · Lets you build upon others' ideas
- Doesn't require you to be too creative or innovative

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

- You may prefer to stick to traditional approaches to problem solving
- · You may be skeptical of new ideas

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

- · Knows what it does best and stays with it
- · Does not try to be an innovator
- Has consistent goals and objectives that don't change often

- · How much change would I have to adapt to in this job?
- Is the organization well-established or is it relatively new?

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