



**WVA**

**WORK VALUES &  
ATTITUDE**



**EMPLOYER REPORT**  
For Hiring

**Kelly Sample**

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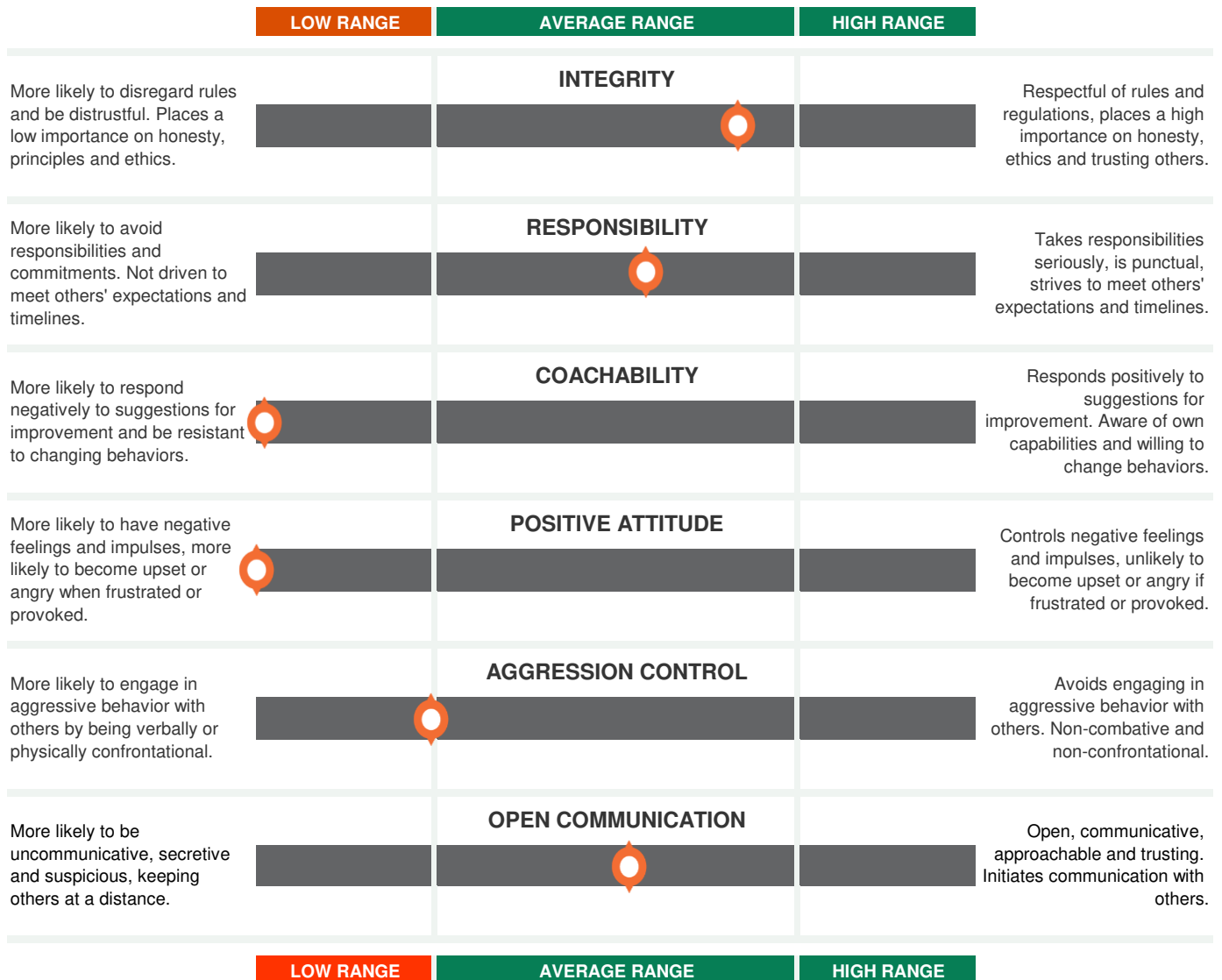
June 20, 2017



### Introduction

- This section is a summary of the individual's **work values** calculated from the assessment questionnaire.
- **Scores in the Low Range indicate potential risks.**
- Everyone has core personality traits and tendencies or "**default settings**" that affect behaviors.
- These "default settings" can be hard to change, but you can **reduce the risk of negative outcomes** by increasing awareness of risks and actively managing problem behaviors.

### Kelly Sample's Profile:



**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

**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 making employment-related decisions.

**Integrity**

More likely to disregard rules and be distrustful. Places a low importance on honesty, principles and ethics.



Respectful of rules and regulations, places a high importance on honesty, ethics and trusting others.

**Kelly Sample scored in the Average Range**

**Suggested Interview Questions to probe "Fit":**

- Sometimes we need to 'bend the rules' in order to get things done. Give me an example of a time when you needed to do this.
- Tell me about a time when you weren't completely honest with someone and they found out about it. What was the situation and how did you handle it?

**Responsibility**

More likely to avoid responsibilities and commitments. Not driven to meet others' expectations and timelines.



Takes responsibilities seriously, is punctual, strives to meet others' expectations and timelines.

**Kelly Sample scored in the Low Range**

**Suggested Interview Questions to probe "Fit":**

- Sometimes we're expected to do more than what is possible. Give me an example of a time when this happened to you and how you handled it.
- Tell me about a time when you tried but you couldn't get somewhere on time. What was the situation and what did you do?

**Coachability**

More likely to respond negatively to suggestions for improvement and be resistant to changing behaviors.



Responds positively to suggestions for improvement. Aware of own capabilities and willing to change behaviors.

**Kelly Sample scored in the Average Range**

**Suggested Interview Questions to probe "Fit":**

- Give me an example of a time when you changed a behavior or stopped a bad habit. What was it and what did you do to change?
- Tell me about a time when someone gave you advice that you disagreed with. What was the situation and what did you do?

**Positive Attitude**

More likely to have negative feelings and impulses, more likely to become upset or angry when frustrated or provoked.



Controls negative feelings and impulses, unlikely to become upset or angry if frustrated or provoked.

**Kelly Sample scored in the Low Range**

**Suggested Interview Questions to probe "Fit":**

- We all have times when we get frustrated and upset at work. Describe a time this happened to you.
- Tell me about a time when someone at work did something that irritated you. What did they do and how did you react?

**Aggression Control**

More likely to engage in aggressive behavior with others by being verbally or physically confrontational.



Avoids engaging in aggressive behavior with others. Non-combative and non-confrontational.

**Kelly Sample scored in the Average Range**

**Suggested Interview Questions to probe "Fit":**

- We all have people we don't get along with. Describe a time when you had to work with someone you didn't get along with and what you did.
- Sometimes we have to be strong leaders and teach others lessons. Tell me about a time when you needed to do this.

**Open Communication**

More likely to be uncommunicative, secretive and suspicious, keeping others at a distance.



Open, communicative, approachable and trusting. Initiates communication with others.

**Kelly Sample scored in the Average Range**

**Suggested Interview Questions to probe "Fit":**

- Sometimes we have to be secretive about things at work. Give me an example about a time when you didn't share information with your co-workers because it was the right thing to do.
- Tell me about a time when you had to get to know a new person or group of people in a work situation. Describe the situation and how you handled it.

# 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.



**English Proficiency (EP)** for testing ability to read procedures, manuals, invoices, signage, regulations, in English.



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



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

PREMIUM PRODUCTS: Contact us for details and pricing on our premium services.



**Leadership Profile**



**360 Degree Review**



**Culture Assessment**