

WPP

**Workstyle &  
Performance Profile**  
*Sales*



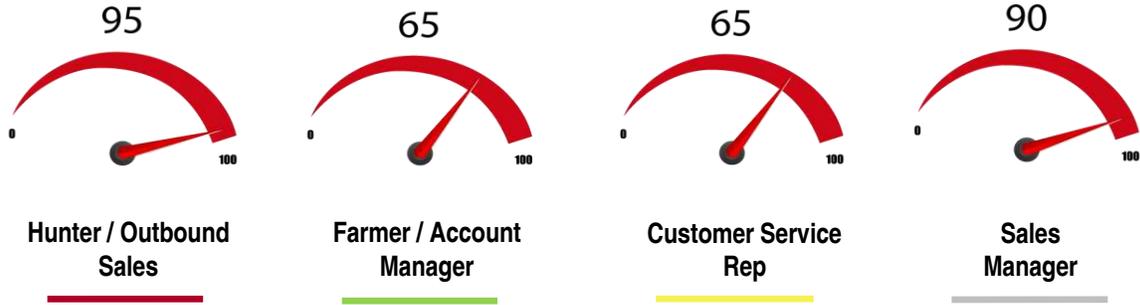
**EMPLOYER REPORT**  
For Hiring, Training & Coaching

**John Doe**

June 27, 2016



Position Fit Summary



Summary of Mr. Doe's results:



**33** **Validity Score:**  
 If the validity score is below 15:  
 • Interpret the results above with caution  
 • Participant may have chosen answers to appear unrealistically favorable  
 • Verify results with interview and reference questions

**Score Marker**  
 The marker represents this employee's results.  
 The average results of working adults is at the middle point of each dimension.

**Sales Position Preferred Score Ranges**

- Hunter / Outbound Sales
- Farmer / Account Manager
- Customer Service Rep
- Sales Manager











## Dimension 6: Spontaneous vs. Regimented



### Mr. Doe scored in the Right Side of the Spontaneous vs. Regimented dimension.

This dimension measures the degree to which a person is conventional, rule abiding and detail-focused. Right side scoring individuals are typically excellent at planning and organizing. They are regarded as meticulous and value structure and certainty.

#### Positive aspects of how Mr. Doe scored:

- Process and detail-oriented
- Prefers order and structure
- Conscientious and dependable
- Mindful of planning and preparation requirements

#### Job-Fit Considerations – Mr. Doe would fit best into a role that:

- Has a focus on planning and organizing
- Requires getting details right
- Has expectations and objectives that are clear
- Has consistent goals and measures of success

#### Coaching/developmental areas related to how Mr. Doe scored:

- At times, may prefer to focus on the details rather than on the "big picture"
- May respond to stressful or unusual situations by planning and organizing

#### Management considerations for leading Mr. Doe:

- Does not require close supervision
- Will be highly organized and detail-oriented
- Should be given clearly defined responsibilities, goals and targets
- May need extra time to adapt to changes in goals or processes

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

- Tell me about a time when you had to change plans when you didn't want to. What was the situation and how did you handle it?
- 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?



# TalentClick

## UNDERSTAND PEOPLE. REDUCE RISK.

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



**Leadership 360°**  
Get feedback from your managers, peers and subordinates to get a well-rounded picture of a leader or manager's work performance.



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



**Safety Culture Perception Survey**  
Collect employee feedback from multiple levels to gain useful business intelligence for decision support around safety initiatives, culture, employee engagement and more.



**Cognitive Quotient**  
Assess front-line workers in industrial settings to measure verbal, numerical and spatial reasoning. CQ ensures you hire workers who have the cognitive capacity required for the role.



**Leadership Profile**  
Help hire, train, and develop an organization's most valuable asset - its leaders. Measures social, interpersonal, teamwork and conflict management style among other invaluable leadership traits.



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



**English Proficiency**  
Measure a person's ability to review written English, use correct grammar, understand the meanings of words and type error-free sentences.

### TALENTCLICK ALSO OFFERS THE FOLLOWING PROFESSIONAL SERVICES



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**TalentClick**  
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