

# Workstyle & Values Profile - Retail

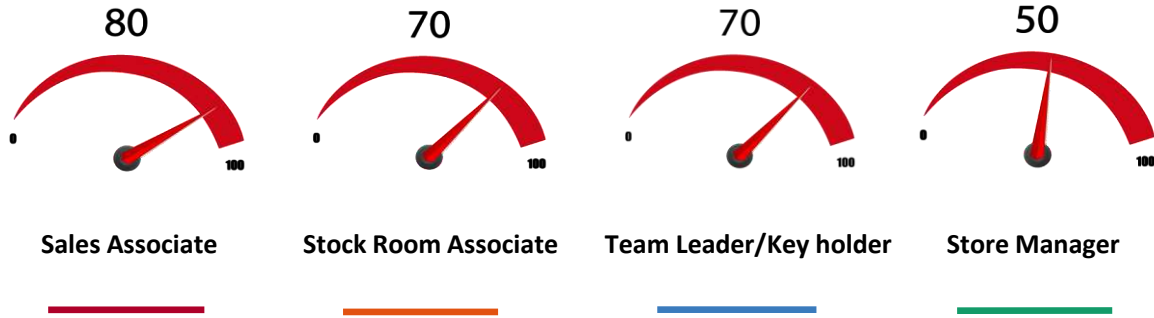


**EMPLOYER REPORT**  
For Hiring, Training & Coaching

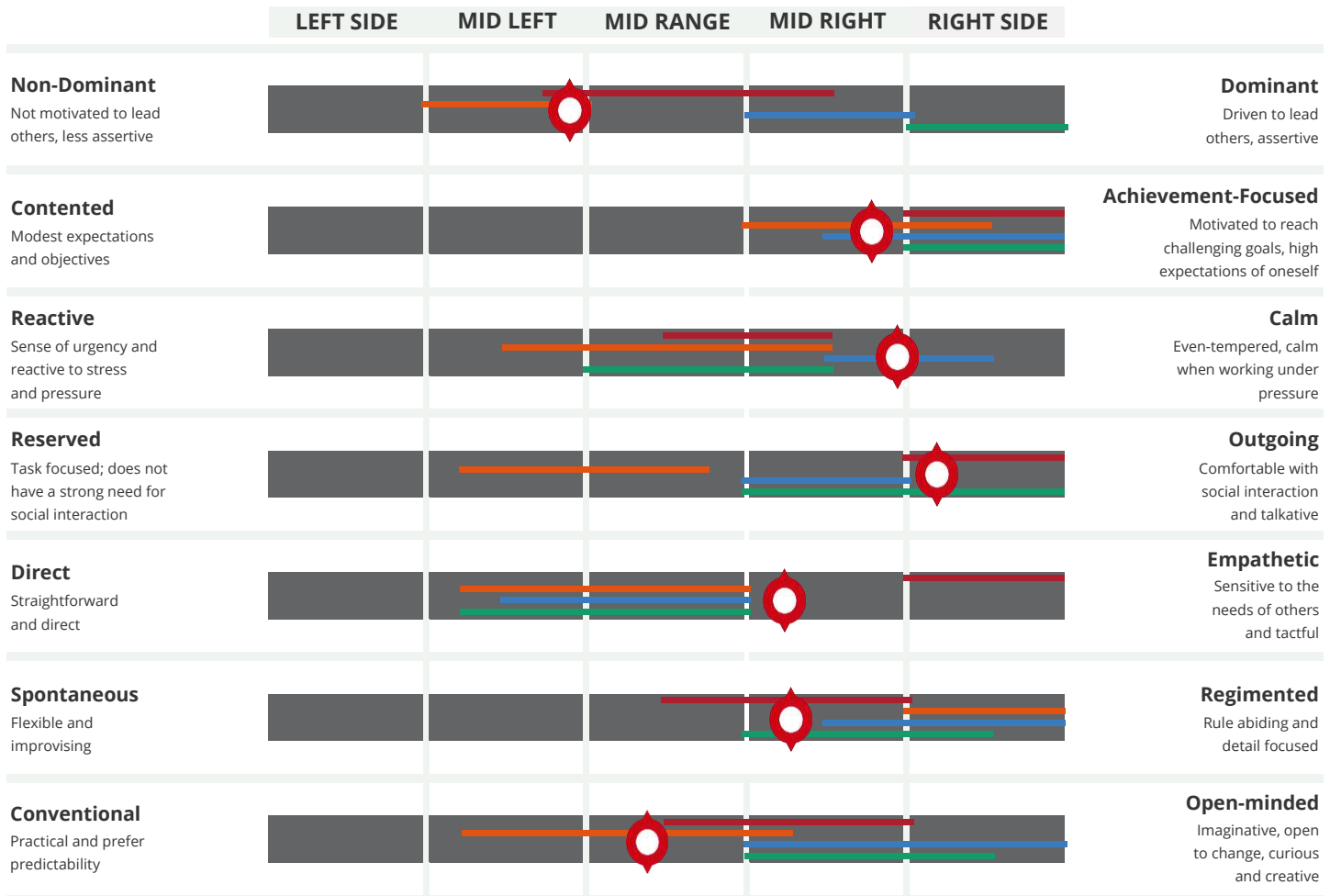
**Sample Report - John Doe**

January 10, 2017

Position Fit Summary



Summary of Mr. John Doe's results:



Validity Category:

**Acceptable**

- If the validity category is 'Caution':
- Interpret the results above with caution
  - 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.

Preferred Score Ranges

- Sales Associate
- Stock Room Associate
- Team Leader/Key holder
- Store Manager

## STRENGTHS

### A) Positive aspects related to how Mr. John Doe scored:

#### Achievement-Focused

- Self-motivated to reach high goals
- Has high standards and expectations of themselves and others
- Focused on completing tasks and reaching objectives

#### Empathetic

- Seen as friendly and considerate
- Seen as honest and trustworthy
- Will be comfortable voicing opinions when necessary
- Will strive to maintain good relations with others

#### Conventional

- Able to build on others' ideas
- Practical but can be innovative when necessary
- Has a realistic problem-solving style
- Can contribute to strategic planning

#### Non-Competitive

- A cooperative team member
- Comfortable taking charge if necessary
- Able to collaborate well with others
- Able to direct others if necessary

## POTENTIAL CHALLENGES

### B) Management Considerations related to how Mr. John Doe scored:

#### Achievement-Focused

- Would respond well to being recognized for reaching objectives
- Would prefer to have challenging goals rather than easy ones
- May be too self-critical if goals aren't met
- Would respond well to being encouraged to exceed expectations

#### Empathetic

- Will likely want supportive relationships with co-workers
- May not feel comfortable facing interpersonal conflict
- May be too flexible with difficult people
- May need encouragement to be direct and forthright

#### Conventional

- May not be highly creative but can build upon others' ideas
- May need to know the reasons behind changes in plans or strategy
- May need time to adapt to significant changes
- May need time to become comfortable with taking risks

#### Non-Competitive

- Can be given the responsibility of directing others
- Will likely have a cooperative leadership style
- May be uncomfortable being a 'tough' manager when required
- Would benefit from coaching on leadership skills

**Mr. John Doe scored in the Mid Left of the Non-Dominant vs. Dominant dimension.**

This dimension measures the degree to which a person is driven to take charge and lead others.

**Interview Questions: Suggested questions to probe into this area to assess 'fit':**

- Give me an example of a situation in the past where you persuaded others to accept something they initially disagreed with. What was the situation and how did you handle it?
- Give me an example of a situation in the past where you persuaded others to accept something they initially disagreed with. What was the situation and how did you handle it?

**Mr. John Doe 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.

**Interview Questions: Suggested questions to probe into this area to assess 'fit':**

- Tell me about a time when you felt that you weren't challenged enough in your job. What was the situation and how did you handle it?
- Tell me about a time when you really had to push yourself to achieve a difficult goal. What was the goal and how did you reach it?

**Mr. John Doe scored in the Mid Right of the Reactive vs. Calm dimension.**

This dimension measures the degree to which a person is calm and tolerant of stress and pressure.

**Interview Questions: Suggested questions to probe into this area to assess 'fit':**

- Give me an example of a situation where you recognized that you had to take urgent action. What was the situation and what did you do?
- 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?

**Mr. John Doe scored in the Right Side of the Reserved vs. Outgoing dimension.**

This dimension measures the degree to which a person enjoys and is comfortable with social interaction.

**Interview Questions: Suggested questions to probe into this area to assess 'fit':**

- 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?
- Tell me about a time when you decided to work on a task independently when you would have rather involved others. What was the situation and what was the result?

**Mr. John Doe 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 & shows empathy.

**Interview Questions: Suggested questions to probe into this area to assess 'fit':**

- Tell me about a time when you had to be assertive in order to get something done. What did you do and what was the result?
- Tell me about a time when you helped a co-worker who was experiencing personal problems. What was the situation, what actions did you take, and what were the results?

**Mr. John Doe scored in the Mid Right of the Spontaneous vs. Regimented dimension.**

This dimension measures the degree to which a person is conventional, rule abiding and detail-focused.

**Interview Questions: Suggested questions to probe into this area to assess 'fit':**

- Give me an example when you weren't satisfied with the quality of your work but you didn't have the time or resources to complete it properly. Describe the situation in detail.
- Give me an example of a time when you had to plan and organize something complex. What was the situation and what was the result?

**Mr. John Doe 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 creative.

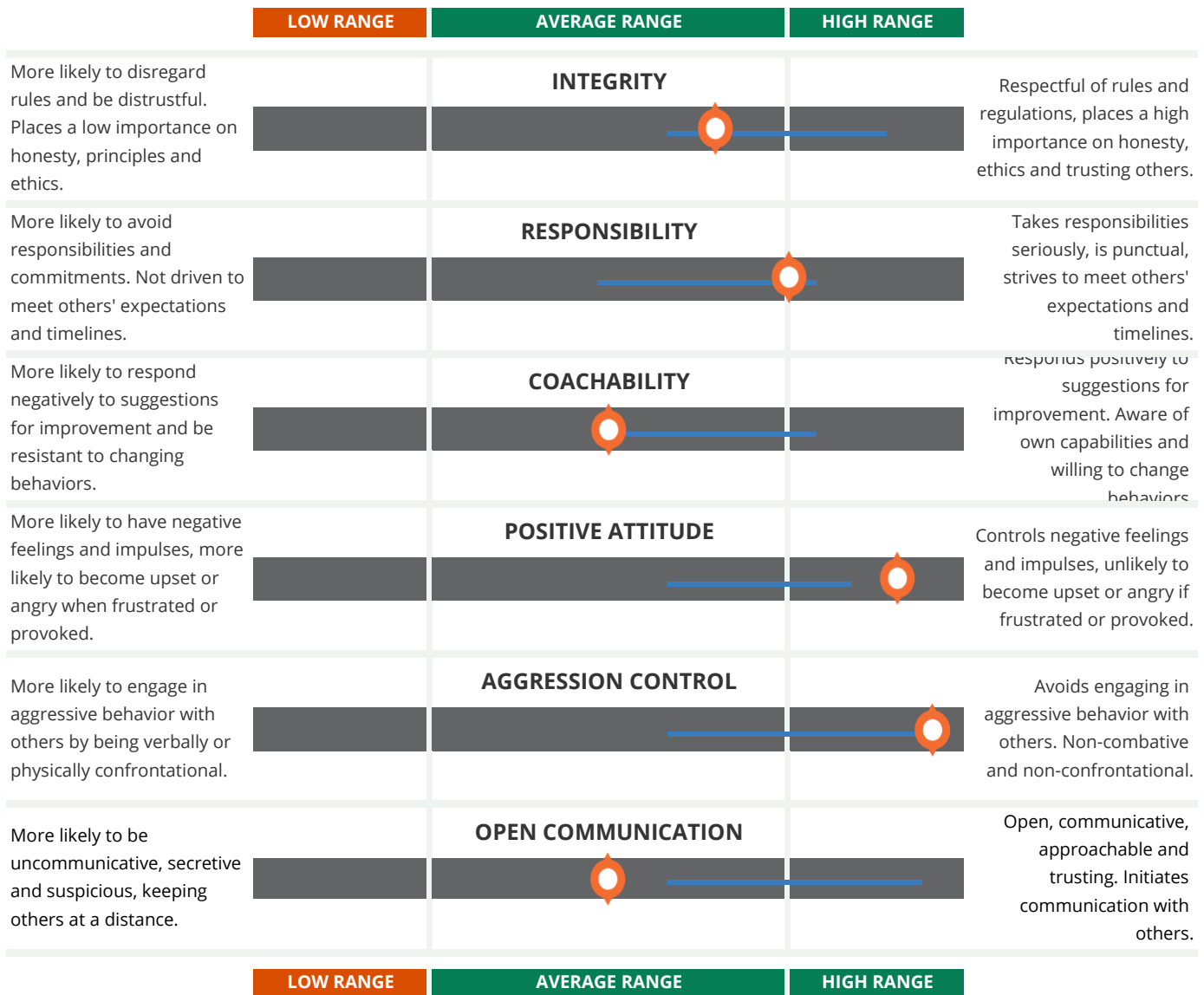
**Interview Questions: Suggested questions to probe into this area to assess 'fit':**

- Give me an example of a time when you needed to be creative or innovative in order to complete a task or objective. What was the situation and how did you respond?
- Sometimes we're required to change and we're not sure if the change will be beneficial. Tell me about a time when you were skeptical of a change or new idea at work. What was the situation and

## 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.

## Sample Report - John Doe's Profile:



### Sample Report - John Doe's

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.

### Sample Report - John Doe 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.

### Sample Report - John Doe scored in the Average Range

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

- Tell me about a time when you demonstrated that you are a dependable worker. Describe the situation and what you did.
- Sometimes we're given deadlines that are too short. Tell me about a time when you needed extra time to complete a task.

## 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.

### Sample Report - John Doe scored in the High 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?
- Give me an example of something about yourself that you'd like to improve. Why would you like to improve it?

### Positive Attitude

More likely to have negative feelings and impulses, more likely to become upset or angry



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

#### Sample Report - John Doe scored in the High Range

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

- Tell me about a time when you had a disagreement with someone at work. What was the situation, what did you do and what was the result?
- 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.

#### Sample Report - John Doe scored in the High Range

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

- Tell me about a time when someone did something bad to you but you got even with them. Describe the situation and your actions in detail.
- 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



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

#### Sample Report - John Doe 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.