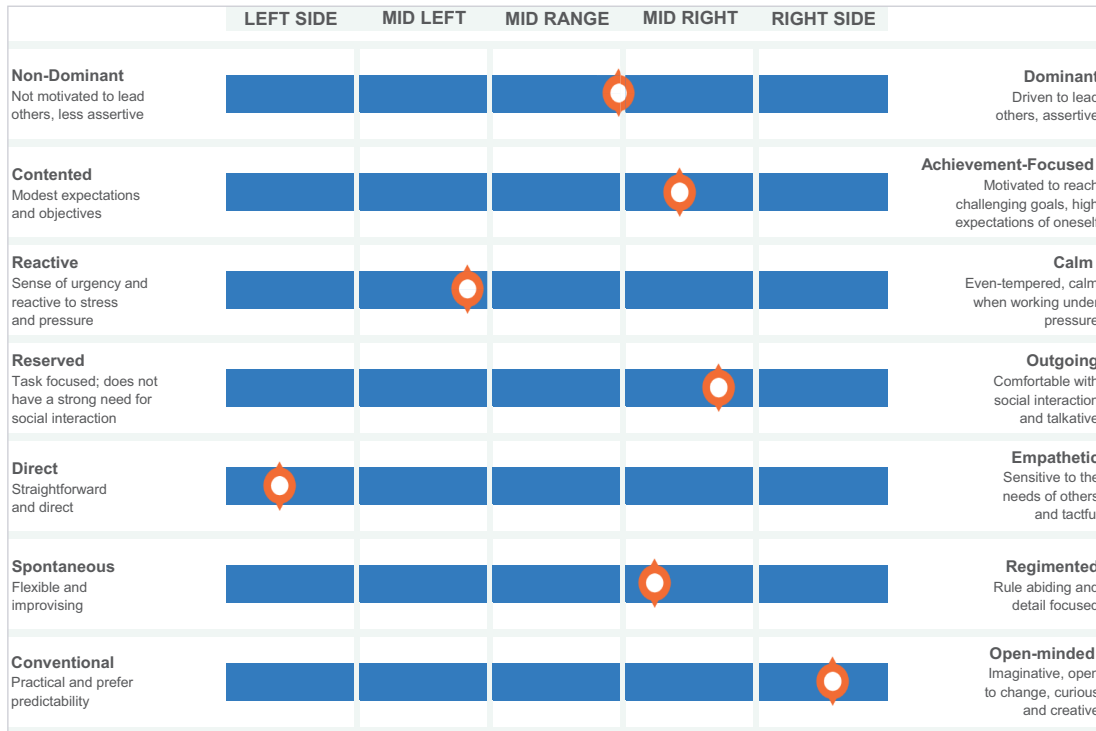


Workstyle and Performance Profile Quick Reference Guide

HOW TO UNDERSTAND WPP DIMENSIONS AND MANAGE DIFFERENT PERSONALITIES

SAMPLE REPORT



DIMENSION	LEFT SIDE	MIDDLE	RIGHT SIDE
NON-DOMINANT VS. DOMINANT			
Leadership Orientation The degree to which a person is driven to take charge and lead others.	Cooperative and unassuming STRENGTHS <ul style="list-style-type: none"> Would be a cooperative team member Able to stay focused on independent work POTENTIAL CHALLENGES <ul style="list-style-type: none"> May not want to assume a leadership role May be uncomfortable being highly assertive 	Able to lead others when required STRENGTHS <ul style="list-style-type: none"> A cooperative team member Comfortable taking charge if necessary POTENTIAL CHALLENGES <ul style="list-style-type: none"> May be uncomfortable being highly assertive May prefer a mix of hands-on work and leading others 	Driven to lead others STRENGTHS <ul style="list-style-type: none"> Enjoys leading others Assertive and driven POTENTIAL CHALLENGES <ul style="list-style-type: none"> Would be most comfortable when having decision making ability Would be most satisfied when able to make independent decisions

DIMENSION	LEFT SIDE	MIDDLE	RIGHT SIDE
CONTENTED VS. ACHIEVEMENT-FOCUSED			
<p>Achievement Orientation</p> <p>The degree to which a person is focused on achieving challenging goals.</p>	<p>Undemanding and has modest expectations</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> • Flexible with goals and plans • Has modest expectations and generally satisfied with how things are <p>POTENTIAL CHALLENGES</p> <ul style="list-style-type: none"> • Main find it challenging at time to maintain a high level of performance • May need encouragement with goals that are challenging. 	<p>Requires realistic, reachable goals</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> • Able to fulfill responsibilities, tasks and meet other's standards and expectations • Has modest expectations of themselves and others <p>POTENTIAL CHALLENGES</p> <ul style="list-style-type: none"> • May occasionally find it difficult to meet other's expectations • May need encouragement with goals that are difficult to reach 	<p>Motivated by challenging goals</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> • Self-motivated and enjoys difficult challenges • Has high standards and expectations of themselves and others <p>POTENTIAL CHALLENGES</p> <ul style="list-style-type: none"> • May need to be challenged and fully utilized to be engaged in work • May become frustrated when personal goals or expectations are not met
REACTIVE VS. CALM			
<p>Emotional Orientation</p> <p>The degree to which a person is calm and tolerant of stress and pressure.</p>	<p>Sense of urgency & emotionally reactive</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> • Shows a sense of urgency • Quick to react to stress & pressure <p>POTENTIAL CHALLENGES</p> <ul style="list-style-type: none"> • May be tense or self-critical • May become upset or discouraged when things do not go well 	<p>Even-tempered</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> • Able to handle stress & pressure well • Seen by others as balanced & stable <p>POTENTIAL CHALLENGES</p> <ul style="list-style-type: none"> • May not always display a sense of urgency 	<p>Even-tempered & resilient</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> • Very stress tolerant • Takes change & tasks in stride <p>POTENTIAL CHALLENGES</p> <ul style="list-style-type: none"> • Others may mistake calmness for a lack of enthusiasm • May prefer to think through possible solutions before acting

DIMENSION	LEFT SIDE	MIDDLE	RIGHT SIDE
RESERVED VS. OUTGOING			
<p>Social Orientation The degree to which a person enjoys and is comfortable with social interaction.</p>	<p>Task focused; does not have a strong need for social interaction</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> • Prefers completing tasks to socializing • Able to focus & work independently <p>POTENTIAL CHALLENGES</p> <ul style="list-style-type: none"> • May not openly voice ideas & opinions • May not seek recognition for performance 	<p>Comfortable with social interaction</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> • Prefers a mix of independent & collaborative tasks • Comfortable interacting with new people <p>POTENTIAL CHALLENGES</p> <ul style="list-style-type: none"> • May not enjoy tasks or events with unfamiliar people 	<p>Comfortable with social interaction & talkative</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> • Is naturally outgoing, open & communicative • Can quickly build relationships with coworkers & customers <p>POTENTIAL CHALLENGES</p> <ul style="list-style-type: none"> • Likely perform better with more group involvement • Will likely prefer collaboration to completing tasks independently
DIRECT VS. EMPATHETIC			
<p>Interpersonal Orientation The degree to which a person is sensitive to the feelings of others & shows empathy.</p>	<p>Direct & Forthright</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> • Will likely be a straightforward & frank communicator • Comfortable voicing unpopular opinions <p>POTENTIAL CHALLENGES</p> <ul style="list-style-type: none"> • May focus on completing tasks more than people issues 	<p>Cooperative & personable</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> • Honest & direct • Will be comfortable voicing opinions <p>POTENTIAL CHALLENGES</p> <ul style="list-style-type: none"> • May be uncomfortable dealing with people who are upset or angry 	<p>Sensitive to the needs of others & tactful</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> • Helpful & empathetic • Focused on cooperation & team efforts • Avoids conflict <p>POTENTIAL CHALLENGES</p> <ul style="list-style-type: none"> • May put others' concerns ahead of one's own

DIMENSION	LEFT SIDE	MIDDLE	RIGHT SIDE
SPONTANEOUS VS. REGIMENTED			
<p>Task Orientation</p> <p>The degree to which a person is conventional, rule abiding and detail-focused.</p>	<p>Flexible & improvising</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> Easily grasps the 'big picture' Not bound by rules or tradition <p>POTENTIAL CHALLENGES</p> <ul style="list-style-type: none"> May prefer to focus on 'big-picture' issues 	<p>Follows processes but able to improvise</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> Prefers organization and structure Process and detail-oriented Mindful of planning requirements Conscientious and dependable <p>POTENTIAL CHALLENGES</p> <ul style="list-style-type: none"> May desire more planning, organization in stressful or unusual situations Will likely follow the most efficient route to achieving objectives 	<p>Rule abiding & detail focused</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> Process and detail-oriented Prefers order and structure Conscientious and dependable Mindful of planning and preparation requirements <p>POTENTIAL CHALLENGES</p> <ul style="list-style-type: none"> 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
CONVENTIONAL VS. OPEN-MINDED			
<p>Conceptual Orientation</p> <p>The degree to which a person is curious, imaginative and creative.</p>	<p>Practical & prefer predictability</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> Will adhere to using proven methods Able to stay focused doing repetitive tasks <p>POTENTIAL CHALLENGES</p> <ul style="list-style-type: none"> Will likely prefer to stick to established approaches to completing tasks May need time to adapt to rapid change 	<p>Practical but able to adapt to change</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> Able to build on others' ideas Has a realistic problem-solving style <p>POTENTIAL CHALLENGES</p> <ul style="list-style-type: none"> May be initially resistant to others' ideas that involve rapid or drastic change 	<p>Imaginative, open to change, curious & creative</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> Willing to experiment with new tools & methods Good at finding creative solutions to problems <p>POTENTIAL CHALLENGES</p> <ul style="list-style-type: none"> Needs a lot of change to remain stimulated May over-analyze situations or problems at times