



WPP-I

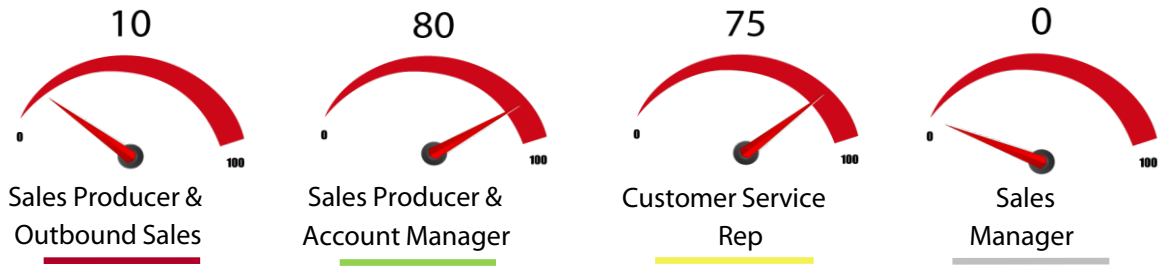
**Workstyle &
Performance Profile
*Insurance***

EMPLOYER REPORT
For Hiring, Training & Coaching

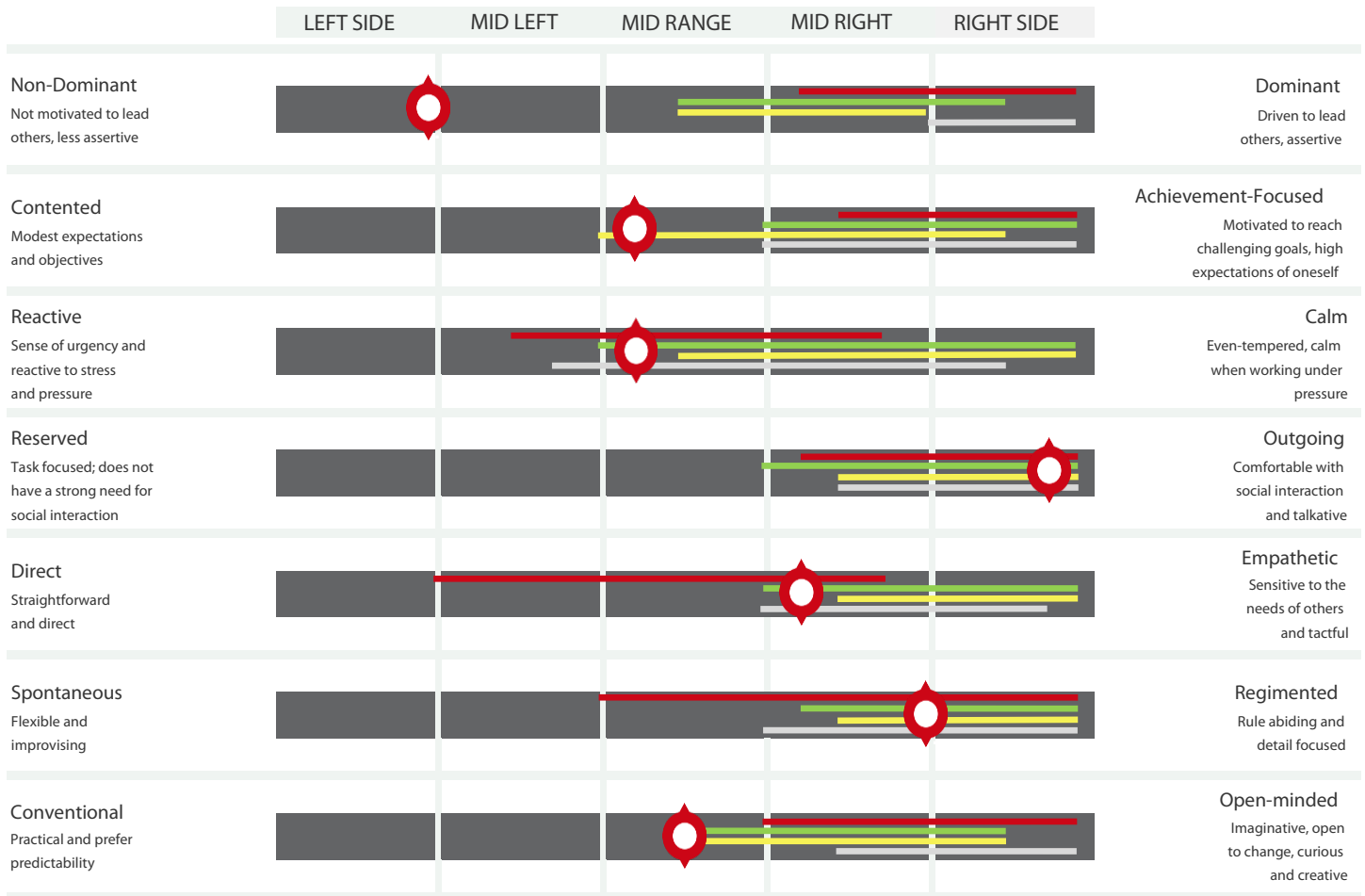
John Doe

February 14, 2019

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



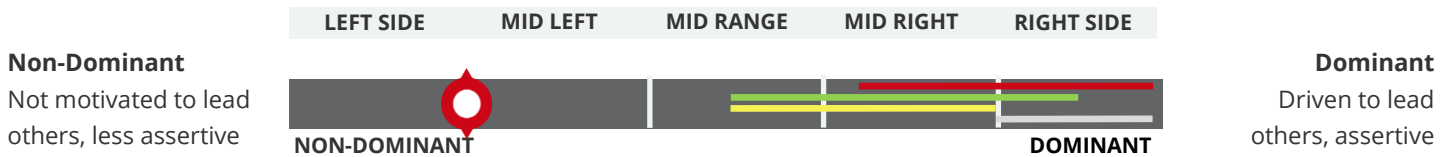
Score Marker

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

Sales Position Preferred Score Ranges

- Sales Producer & Outbound Sales
- Sales Producer & Account Manager
- Customer Service Rep
- Sales Manager

Dimension 1: Non-Dominant vs. Dominant



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. Left side scoring individuals are comfortable being an individual contributor focusing on their own tasks rather than managing or leading others.

Positive aspects of how Mr. John Doe scored:

- Would be a cooperative team member
- Able to stay focused on independent work
- Comfortable taking direction from others
- Accommodating of co-workers

Job-Fit Considerations – Mr. John Doe 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

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

- May not want to assume a leadership role
- May be uncomfortable being highly assertive

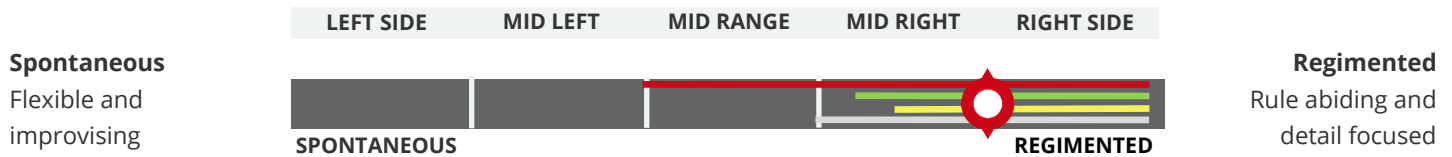
Management considerations for leading Mr. John Doe:

- Will prefer collaborating more than leading
- May be uncomfortable delegating tasks to others if required to
- Would benefit from hearing performance feedback
- Would benefit from recognition for good performance

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

- Tell me about a competitive situation you were in where you had to prove yourself. What was the situation and how did you handle it?
- The ability to inspire and motivate others is an important skill in any position. Tell me about a time when you influenced others you worked with or managed them to improve their performance. How did you help them and what were the results?

Dimension 6: Spontaneous vs. Regimented



Mr. John 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. John Doe scored:

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

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

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

Coaching/developmental areas related to how Mr. John 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

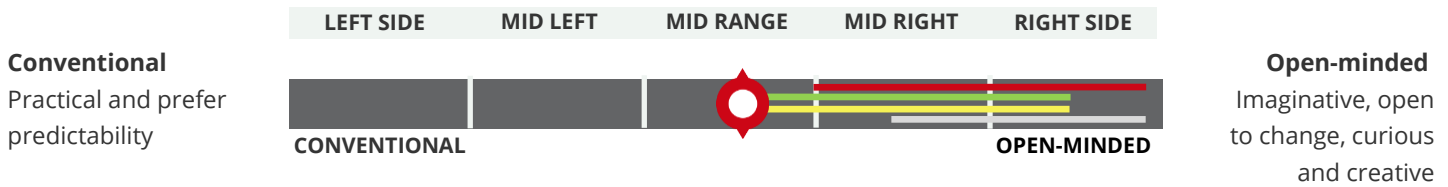
Management considerations for leading Mr. John Doe:

- Will be conscientious and organized
- Does not require close supervision
- Should be given clearly defined responsibilities, goals and targets
- Will maintain high quality standards

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?

Dimension 7: Conventional vs. Open-minded



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 innovative. Mid-range scoring individuals can be creative and imaginative when it is required but will still remain practical in their problem solving approach.

Positive aspects of how Mr. John Doe scored:

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

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

- Involves some element of strategic thinking
- Allows for some innovation and developing new ideas
- Does not involve constant change in goals
- Does not have a main focus on creativity

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

- May stick to traditional approaches to problem solving
- May be initially resistant to others' ideas that involve rapid or drastic change

Management considerations for leading Mr. John Doe:

- 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

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

- Give me an example of 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 have to adapt to changes that we don't believe in. Give me an example of a time when a change was happening that you thought was not justified. What was the situation and how did you handle it?