

WPP

Workstyle & Performance Profile



EMPLOYER REPORT
For Hiring, Training & Coaching

Kelly Sample

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November 9, 2018

Introduction

This report is a summary of strengths and areas for coaching and development based on responses to the items in the assessment. The report is focused around seven main dimensions addressing different aspects of your workstyle. Keep in mind as you read the report that right side scores are not better than left side scores. There are positive and negative implications for both right side and left side scores, although certain scores are more preferable for certain roles.

Kelly Sample's primary traits:

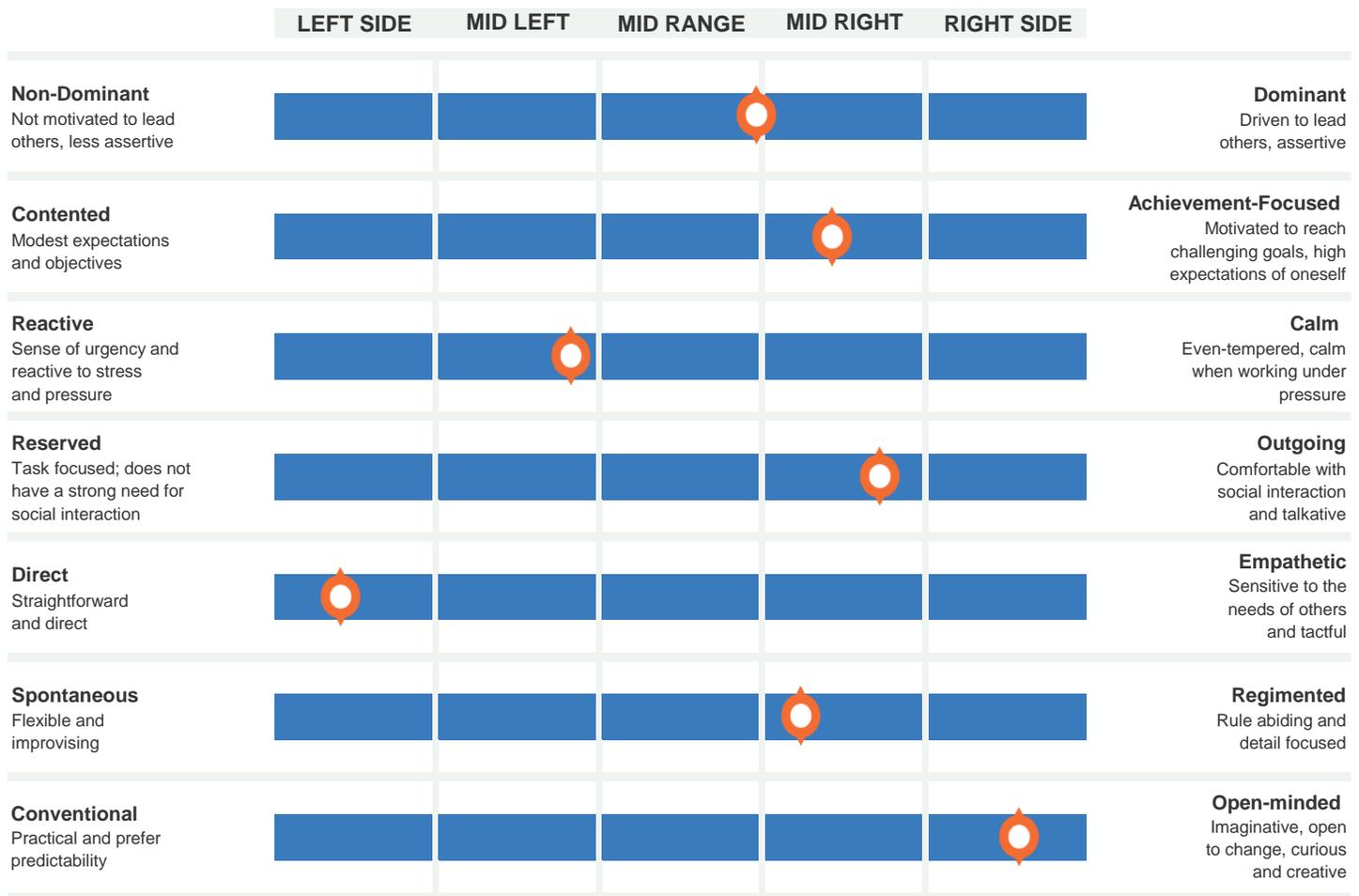
Open-minded

Direct

Outgoing

These are the most extreme scores from the personality profile below.

Summary of Kelly Sample's results:



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

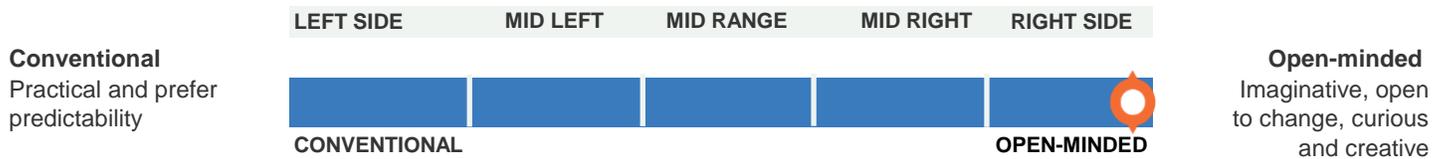


The marker represents the participant's results. The average results of working adults is at the middle point of each dimension.

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.

Dimension 7: Conventional vs. Open-minded



Kelly Sample scored in the Right Side of the Conventional vs. Open-minded dimension.

This dimension measures the degree to which a person is curious, imaginative and innovative. High scoring individuals are creative and comfortable with change. They will likely have a strong preference for variety in their work.

Positive aspects of how Kelly Sample scored:

- Willing to experiment with new tools and methods
- Thinks strategically
- Open to change and new ideas
- Good at finding creative solutions to problems

Job-Fit Considerations – Kelly Sample would fit best into a role that:

- Allows for innovation and developing new ideas
- Requires finding creative solutions to problems
- Involves strategic thinking
- Allows some decisions to be made based on intuition

Coaching/developmental areas related to how Kelly Sample scored:

- May need a lot of change to remain stimulated
- May over-analyze situations or problems at times

Management considerations for leading Kelly Sample:

- Should be given the opportunity to try new approaches to tasks
- Should be included in brainstorming or strategizing
- Would enjoy facing new challenges
- Will be comfortable adapting to change and taking risks

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

- Tell me about a time when you had to do a tedious task or set of tasks. What was the situation and what did you do?
- 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?

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** Employer and Participant reports*

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