

WPP

Workstyle & Performance Profile-SALES

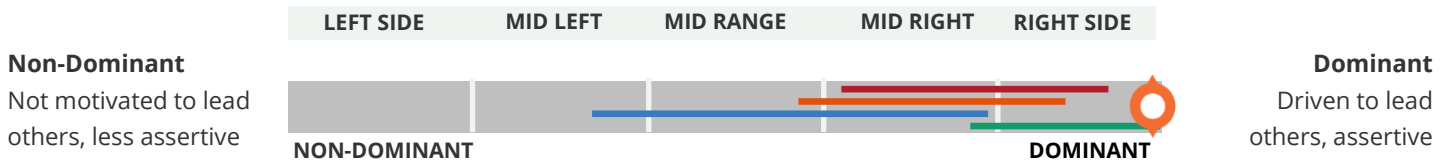


EMPLOYER REPORT
For Hiring, Training & Coaching

Kelly Sample

June 5, 2018

Dimension 1: Non-Dominant vs. Dominant



Kelly Sample scored in the Right Side of the Non-Dominant vs. Dominant dimension.

This dimension measures the degree to which a person is driven to take charge and lead others. Right side scoring individuals tend to be ambitious and focused on influencing others. They prefer to take charge and assume a leadership role.

Positive aspects of how Kelly Sample scored:

- Confident and self-motivated
- Sets and reaches difficult goals
- Enjoys leading others
- Assertive and driven

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

- Provides the ability to take charge and lead
- Has the responsibility of managing a team or managing important projects/initiatives
- Involves decision making responsibilities
- Provides adequate freedom and resources to accomplish tasks quickly

Coaching/developmental areas related to how Kelly Sample scored:

- Would be most comfortable when leading others or in a position of importance
- Would be most satisfied when having decision making authority

Management considerations for leading Kelly Sample:

- Would benefit from ongoing coaching on leadership skills
- Can be given the authority to lead important projects/initiatives
- Will likely prefer to decide how and when tasks are completed
- Will not prefer to be managed or monitored closely

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

- Tell me about a time when you disagreed with a decision that your manager made. What was the situation, how did you handle it and what was the result?
- 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 to improve their performance. How did you help them and what were the results?

Dimension 2: Contented vs. Achievement-Focused



Kelly Sample scored in the Right Side of the Contented vs. Achievement-Focused dimension.

This dimension measures the degree to which a person is focused on achieving challenging goals. High scoring individuals are focused on achieving challenging goals and completing their objectives at a high performance level.

Positive aspects of how Kelly Sample scored:

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

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

- Provides rewards for self-motivation and hard work
- Requires consistently meeting high standards
- Involves struggling to reach challenging goals
- Provides recognition for delivering high quality results

Coaching/developmental areas related to how Kelly Sample scored:

- May need to be challenged and fully utilized to be engaged in work
- May become frustrated when personal goals or expectations are not met

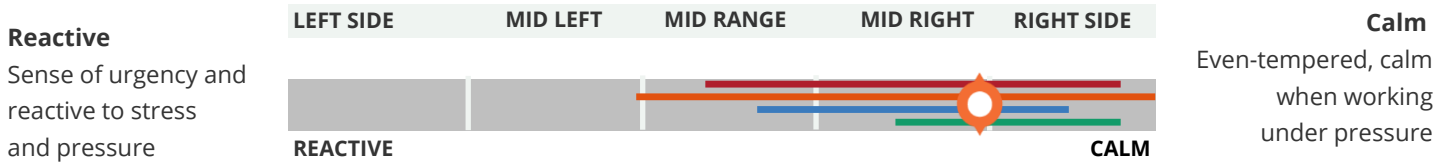
Management considerations for leading Kelly Sample:

- 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

Interview Questions – Suggested questions to probe into this area to further 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?

Dimension 3: Reactive vs. Calm



Kelly Sample 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. Right side scoring individuals are seen as even-tempered and calm in stressful situations and don't tend to take criticism personally.

Positive aspects of how Kelly Sample scored:

- Even-keeled and calm
- Stress tolerant
- Non-reactive to typical work pressure
- Able to persist and stay optimistic

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

- Requires being persistent
- Requires a high level of stress tolerance
- Involves work where it helps to stay calm and collected
- Is demanding and challenging

Coaching/developmental areas related to how Kelly Sample scored:

- Others may mistake calmness for a lack of enthusiasm
- May prefer to think through possible solutions before acting

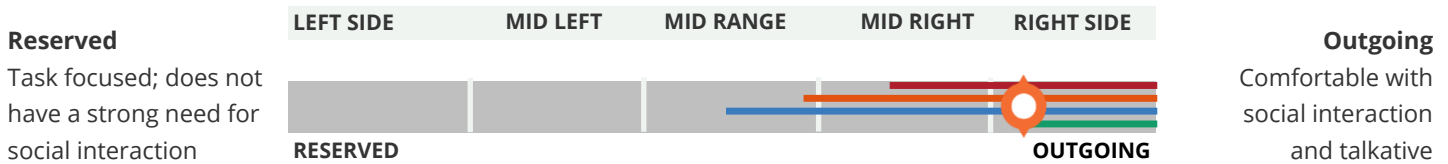
Management considerations for leading Kelly Sample:

- May not openly show enthusiasm and involvement
- May need prompting to react immediately to complex issues
- Will likely not appreciate others over-reacting to minor issues or threats
- May not display a sense of urgency

Interview Questions – Suggested questions to probe into this area to further 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?

Dimension 4: Reserved vs. Outgoing



Kelly Sample 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. Right side scoring individuals tend to be approachable and outgoing. They are able to quickly build rapport and enjoy interacting with new people.

Positive aspects of how Kelly Sample scored:

- Is naturally outgoing, open and communicative
- Can quickly build relationships with coworkers and customers
- Comfortable being the center of attention
- Will initiate social interaction

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

- Has a focus on communicating and building relationships
- Requires initiating contact with unfamiliar people
- Involves limited independent work
- Involves collaboration with others

Coaching/developmental areas related to how Kelly Sample scored:

- May prefer collaboration to completing tasks independently
- May perform better with more group involvement

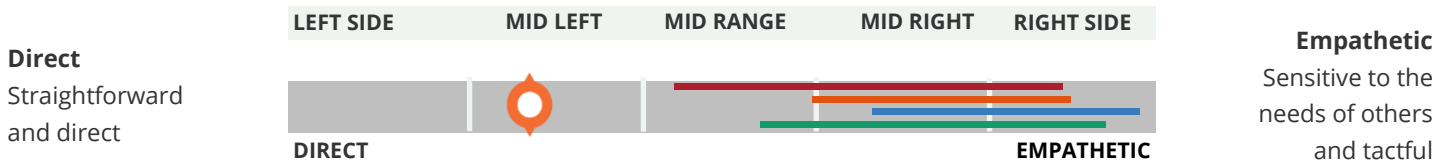
Management considerations for leading Kelly Sample:

- Should have more tasks that involve interacting with others than independent work
- Will likely share thoughts and ideas openly
- May not always think ideas through before sharing them
- Should be given the opportunity to interact with new people

Interview Questions – Suggested questions to probe into this area to further 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?

Dimension 5: Direct vs. Empathetic



Kelly Sample scored in the Mid Left of the Direct vs. Empathetic dimension.

This dimension measures the degree to which a person is sensitive to the feelings of others & shows empathy. Left side scoring individuals are seen as direct & are typically more interested in completing tasks than developing interpersonal relationships.

Positive aspects of how Kelly Sample scored:

- Will likely be a straightforward and frank communicator
- Focused on completing tasks
- Comfortable voicing unpopular opinions
- Comfortable handling interpersonal tension

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

- Allows being direct and forthright
- Requires assertiveness
- Allows an opportunity to provide constructive criticism
- Focuses on both concrete issues and people issues

Coaching/developmental areas related to how Kelly Sample scored:

- May focus on completing tasks more than people issues
- May be seen as too forthright by highly sensitive people

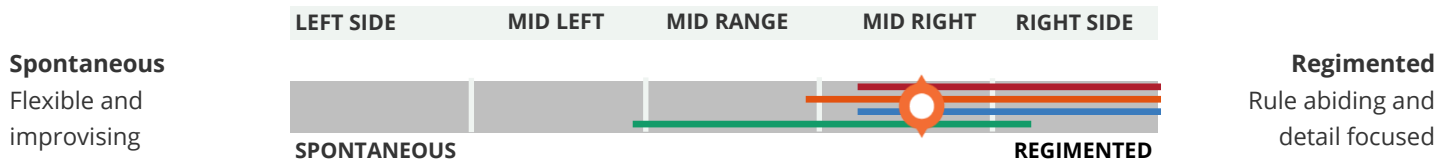
Management considerations for leading Kelly Sample:

- Should be encouraged to provide frank opinions and constructive criticism
- Will not shy away from interpersonal conflict
- Can handle negative information
- Not likely to take criticism personally

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

- Tell me about a time when you needed to make someone feel comfortable and at ease. How did you approach the situation?
- Sometimes customers or co-workers make unreasonable requests. Describe a time when someone made an especially unreasonable request to you. How did you handle this situation?

Dimension 6: Spontaneous vs. Regimented



Kelly Sample 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. 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 Kelly Sample scored:

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

Job-Fit Considerations – Kelly Sample 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 Kelly Sample 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

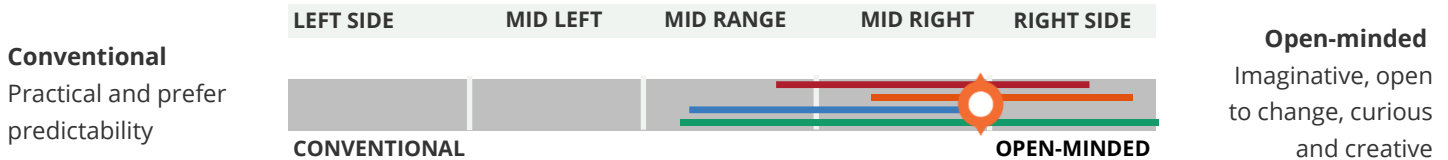
Management considerations for leading Kelly Sample:

- 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"

- 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?

Dimension 7: Conventional vs. Open-minded



Kelly Sample scored in the Mid Right 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:

- Open to change and new ideas
- Able to think in 'big picture' terms
- Willing to experiment with new tools and methods
- Good at finding creative solutions to problems

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

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

Coaching/developmental areas related to how Kelly Sample scored:

- May need a lot of variety in tasks 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?