



# AVP REPORT

Attitude, Values, Personality



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

**Kelly Sample**

**Benchmark: Bus Operator**

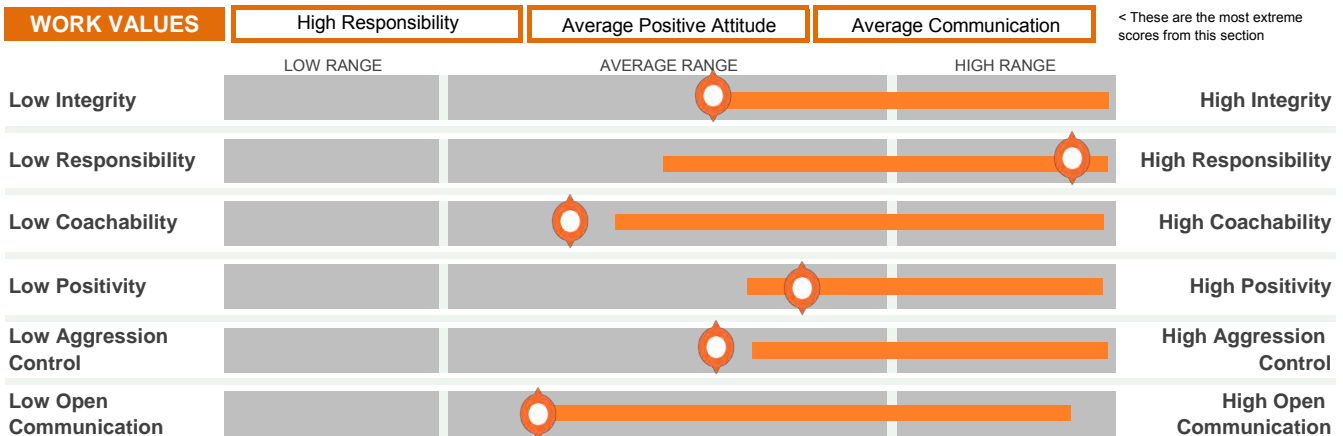
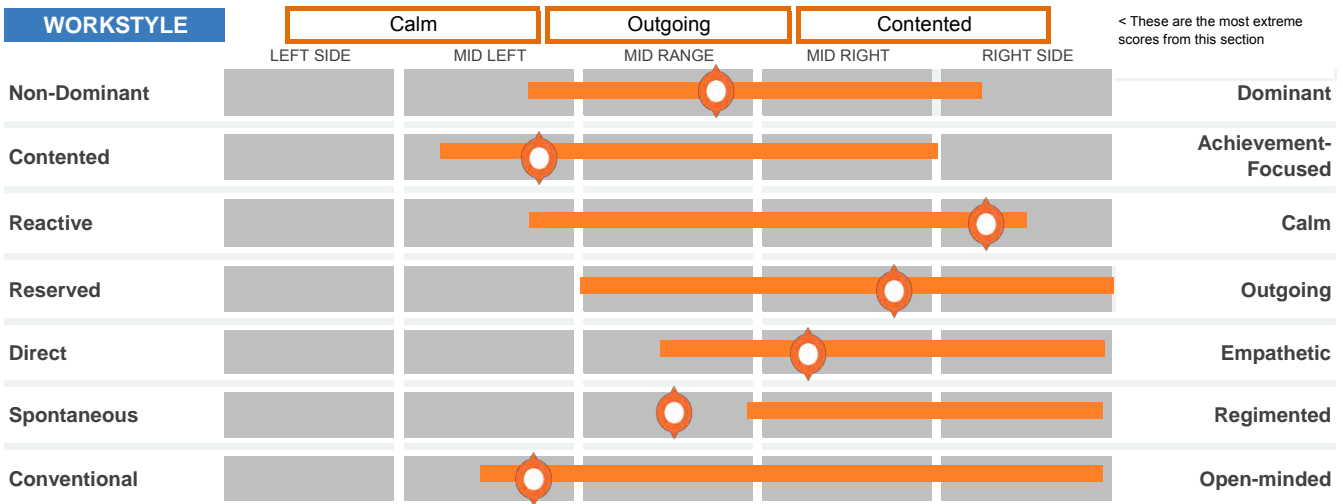
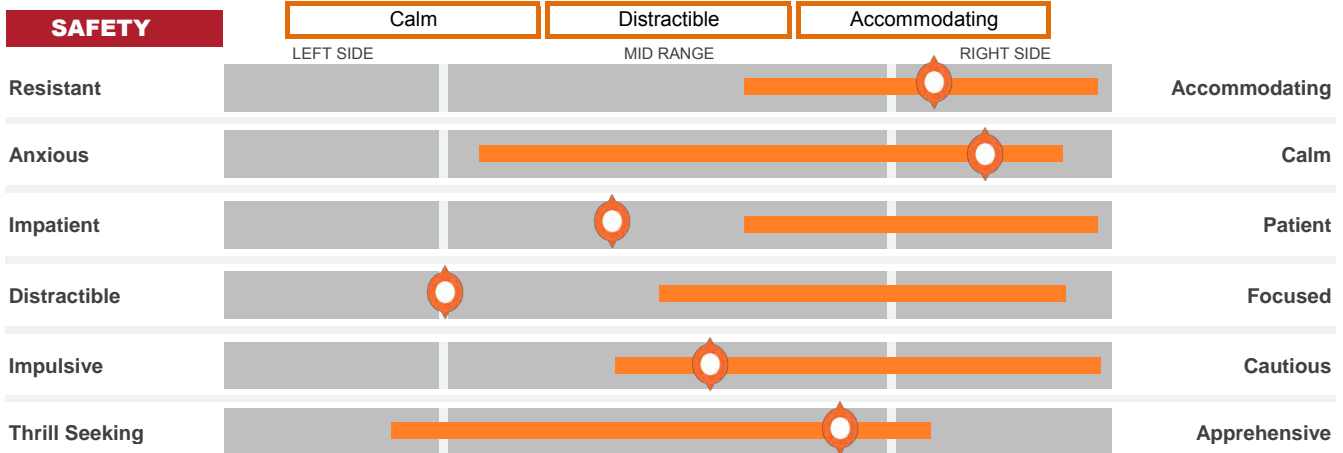
June 21, 2018



Overall Fit Score for: **BUS OPERATOR**

74

- Green indicates a good fit
- Yellow indicates a possible fit
- Red indicates a low fit



Disclaimer: 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.

## Driver Safety Personality Defined

- This section is a summary of the individual's **safety-related personality traits** calculated from the assessment questionnaire.
- Everyone has core personality traits and tendencies or "**default settings**" that affect behaviors.
- "Default settings" can be hard to change, but you can **reduce risk** by increasing self-awareness & choosing safe behaviors.

### Kelly Sample's primary traits:

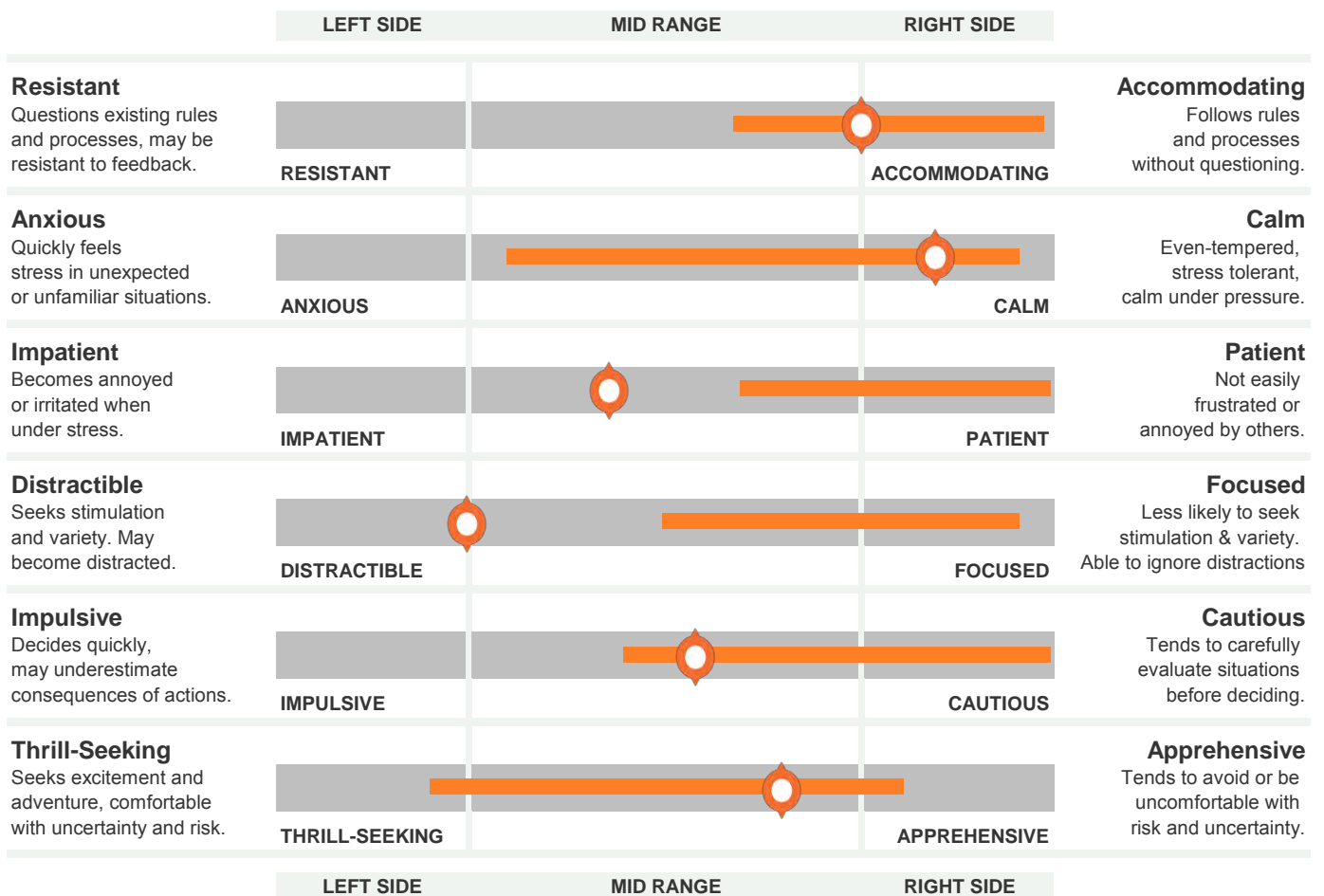
**Calm**

**Distractible**

**Accommodating**

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

## Kelly Sample's Safety Personality Profile:



### 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



### Marker:

Represents this person'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.

## STRENGTHS

### Positive aspects related to how Kelly Sample scored:

#### Calm

- Able to think clearly under pressure
- Able to stay calm in stressful situations
- Would be a calming influence on other team members

#### Distractible

- Able to remain focused and alert
- Can remain mindful of details
- Not likely to become bored or distracted easily

#### Accommodating

- Generally open to coaching and re-training
- Comfortable working within set guidelines
- Follows standard operating procedures

#### Apprehensive

- Open to trying new ways of completing tasks
- Not likely to be fearful or afraid of acceptable risks
- Able to recognize risks that can be avoided

## POTENTIAL CHALLENGES

### Management Consideration related to how Kelly Sample scored:

#### Distractible

- Would benefit from having some variety in tasks
- Comfortable when circumstances change
- May become restless or bored after long periods of repetitive work

#### Impatient

- When under extreme stress, may become annoyed by others
- Should be encouraged to speak up if something is bothering him/her
- Would not usually take others' behavior personally

#### Calm

- May not display signs of stress or fatigue outwardly
- Others may mistake calmness for a lack of enthusiasm
- May prefer to wait before taking action in some situations

#### Accommodating

- May not always inform others when standard procedures aren't appropriate
- Would benefit from knowing the reasons behind rules and the consequences of ignoring them
- May hesitate to stop and question things



# INTERVIEW QUESTIONS

## Distractible

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

- Tell me about a time when you had to do boring or tedious work. What was the situation and what did you do to stay focused?
  - Tell me about a time when you were distracted and you narrowly avoided an accident. Describe the situation in detail.
- 

## Calm

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

- Give me an example of a time when you were under pressure to make a quick decision at work. What was the situation and what did you do?
  - Give me an example of a time when you had to decide what to do extremely quickly in order to avoid an accident. Describe the situation in detail.
- 

## Impatient

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

- Give me an example of a work situation where you let someone know that their behavior was unacceptable. What was the situation?
  - Give me an example of a work situation where you became angry about something. What was the situation and how did you handle it?
- 

## Accommodating

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

- Tell me about a situation where you felt that if you followed standard rules and procedures it might be unsafe. How did you handle the situation? Did you tell anyone?
  - Tell me about a time when you were supposed to follow rules or regulations that you thought were unnecessary. What was the situation and what did you do?
-

## 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:



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

## Summary of Kelly Sample 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 your 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.



## STRENGTHS

### Positive aspects related to how Kelly Sample scored:

#### Calm

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

#### Contented

- Able to fulfil responsibilities
- Able to meet others' standards and expectations
- Able to complete tasks and reach objectives
- Has modest expectations of themselves and others

#### Outgoing

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

#### Empathetic

- Helpful and considerate
- Avoids conflict
- Empathetic and understanding
- Focused on cooperation and team efforts

## POTENTIAL CHALLENGES

### Management Consideration related to how Kelly Sample scored:

#### Contented

- Would respond well to being recognized for good work
- Would benefit from occasional reminders for work quality standards
- Would respond best to being given reachable goals
- Would be motivated by group collaboration

#### Calm

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

#### 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

#### Outgoing

- 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

## Contented

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

- Tell me about a time when you faced a challenge that required an exceptional amount of self-motivation to overcome. Please describe the situation and your actions in detail.
  - Tell me about a time when you had to motivate yourself to accomplish something difficult. What was the situation and how did you motivate yourself?
- 

## Conventional

### 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 how did you react?
- 

## Calm

### 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?
- 

## Outgoing

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

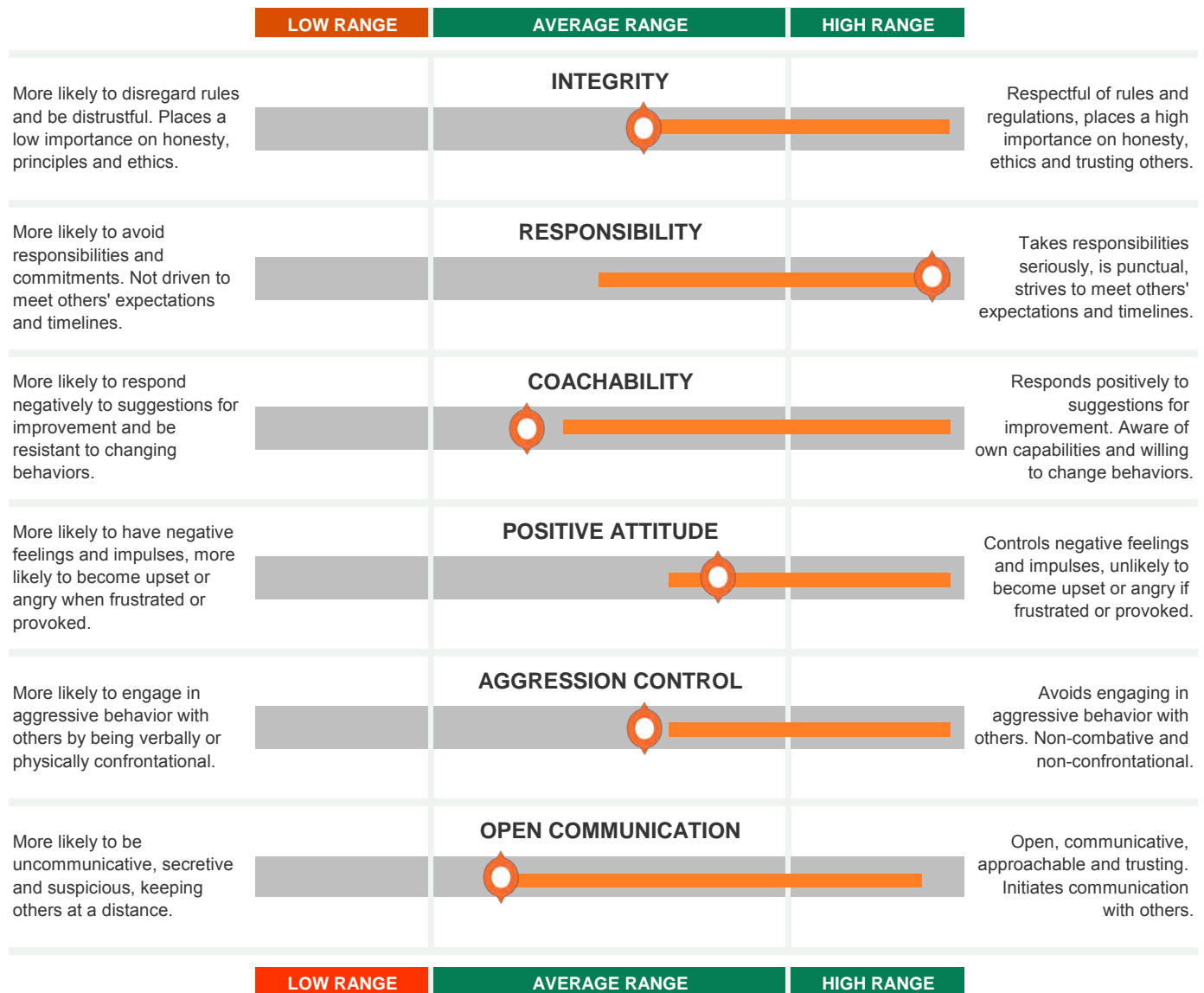
- Give me an example of a time when you were in a situation where communicating with someone was challenging. What was the situation and how did you handle it?
  - Give me an example of when your listening skills played a key role in achieving an objective. Describe the situation in detail.
-



## 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.

## Results for Kelly Sample:



### 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



### Marker:

Represents this person's results. The average results of working adults is at the mid point of each dimension.

### Disclaimer:

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## STRENGTHS

### Positive aspects related to how Kelly Sample scored:

#### High Responsibility

- Follows through on commitments
- Adheres to processes and procedures
- Persists to complete tasks
- Strives to please others

#### Average Integrity

- Seen as credible
- Respects rules and procedures
- Generally trusts others
- Cares about their own reputation

#### Average Positive Attitude

- Able to control negative feelings
- Generally seen as a cooperative team member
- Able to control frustration in typical situations
- Generally maintains a positive attitude

#### Average Aggression Control

- Generally demonstrates patience with others
- Able to keep irritability under control in most situations
- Will be able to handle typical levels of job stress
- Not easily provoked by others

## POTENTIAL CHALLENGES

### Management Consideration related to how Kelly Sample scored:

#### Average Communication

- May be too tolerant of others' behavior at times
- Sometimes they may need to show more frustration so others can better understand when urgent action is necessary
- Make not be comfortable being assertive and firm if someone crosses an important personal boundary

#### Average Aggression Control

- May be too tolerant of others' behavior at times
- Sometimes they may need to show more frustration so others can better understand when urgent action is necessary
- Make not be comfortable being assertive and firm if someone crosses an important personal boundary

#### Average Coachability

- May hesitate to question advice or direction from others
- May try to reach unrealistic standards
- May hesitate to delegate out tasks they are unsuited for

#### Average Integrity

- May not always recognize when rules are not applicable to the situation
- Would be protective of their reputation
- May not immediately recognize what is best for the overall team in the 'big picture'



## Average Communication

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

- We all have people we don't get along with. Describe a time when you had to work with someone you didn't get along with and what you did.
- Sometimes we have to be strong leaders and teach others lessons. Tell me about a time when you needed to do this.

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## Average Coachability

### Interview Questions: Suggested questions to probe into this area to assess '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?
- Tell me about a time when someone gave you advice that you disagreed with. What was the situation and what did you do?

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## Average Aggression Control

### Interview Questions: Suggested questions to probe into this area to assess '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.

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## Average Integrity

### Interview Questions: Suggested questions to probe into this area to assess '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?

# SOLUTIONS

**TalentClick**  
Predict Strengths AND Risks.

**OUR CORE BUNDLE:** TalentClick's **AVP (Attitude-Values-Personality)** employee assessment solutions provide actionable business intelligence to help you build happier safer, more productive teams. Each report contains tailored behavioral interview questions and performance management tips. Our unlimited-use subscription gives you ANY or ALL of these reports, so you can test all your employees and applicants for one affordable price.



**Workstyle & Performance Profile (WPP)** reveals each participant's workstyle, strengths, and areas for improvement. The WPP results can be used for hiring, training, and performance management. Specialized reports available for Sales, Insurance and Retail.

*\* Employer and Participant reports*



**Work Values & Attitude (WVA)** assessment contains predictive analytics on integrity, responsibility, coachability, positive attitude, aggression, and open communication. The WVA report can help increase employee engagement, productivity, customer satisfaction, profitability, and more.

*\* Employer report*



**Safety Quotient™ (SQ)** helps identify the high-risk personality traits (impulsiveness, distractibility, rule-resistance, irritability, etc.) that lead to human error and preventable incidents. Specialized report for Safety Leaders available.

*\* Employer and Participant reports*



**Driver Safety Quotient™ (DSQ)** helps companies understand a driver's likelihood of crashes, near misses, traffic violations, property damage, and more. The DSQ™ helps ensure a safer roadway for everyone.

*\* Employer and Participant reports*

**ADD-ON SOLUTIONS:** Purchase additional units or add on to your subscription.



**Cognitive Quotient (CQ)**

Test spatial reasoning, language, and numerical problem-solving ability.



**English Proficiency (EP)**

Measure English language competencies, writing, vocabulary and typing accuracy.



**Leadership Profile (LP)**

Identify leadership capabilities, business reasoning and conflict management.



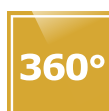
**Sports Performance Profile (SPP)**

Learn personality traits of athletes to coach, motivate and build winning teams.

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Degree  
Review**



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Culture  
Assessment**

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