

WPP

Workstyle & Performance Profile



PARTICIPANT REPORT
For Self-Coaching

Kelly Sample



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.

Your Primary Traits

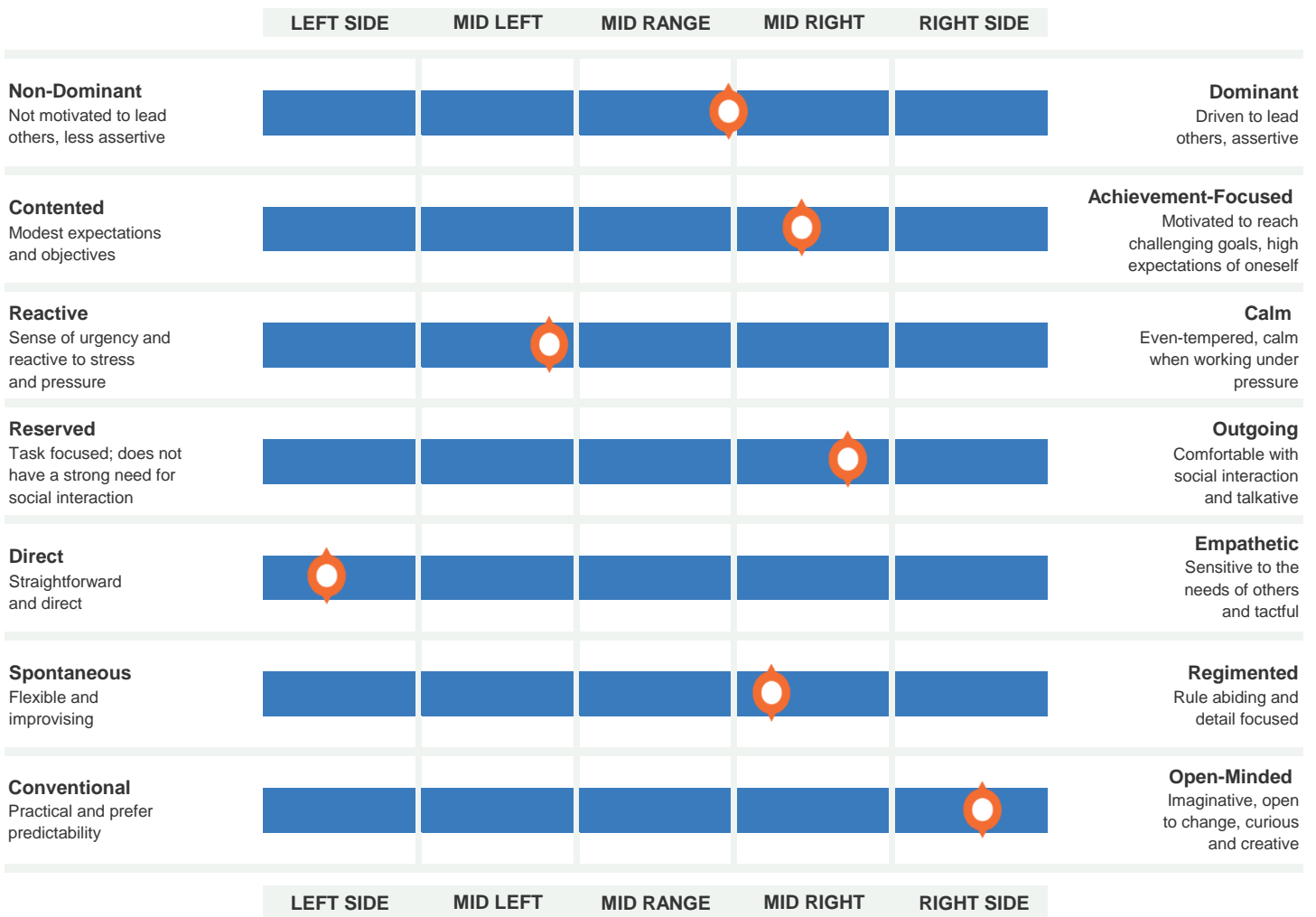
Open-Minded

Direct

Outgoing

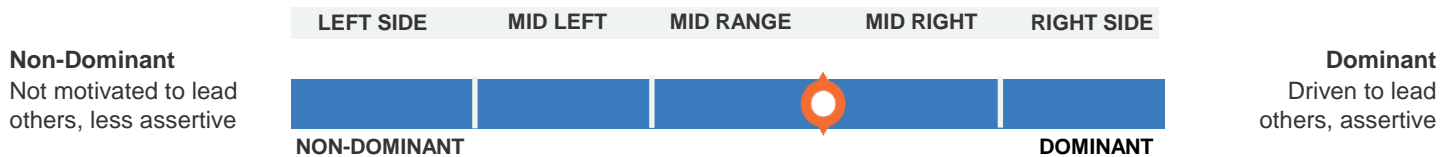
These are the most extreme scores from your personality profile below.

Summary of your results:



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

Dimension 1: Non-Dominant vs. Dominant



You scored in the Mid Right of the Non-Dominant vs. Dominant dimension.

This dimension measures the degree to which a person is driven to take charge and lead others. Mid-range scoring individuals can lead and influence others but are also comfortable as individual contributors.

Positive characteristics related to how you scored on this dimension:

- You're a cooperative team member
- You're able to work well independently
- You're comfortable taking charge if necessary
- You're able to lead others if necessary

Job-fit considerations – You would fit best into a role that:

- Emphasizes collaboration with others
- Involves occasional leadership tasks
- Involves working with a cooperative team
- Doesn't require being closely monitored

Possible coaching/developmental areas related to how you scored:

- You may be dissatisfied in a role that is primarily managing others
- You may be uncomfortable if you have to be highly assertive on a frequent basis

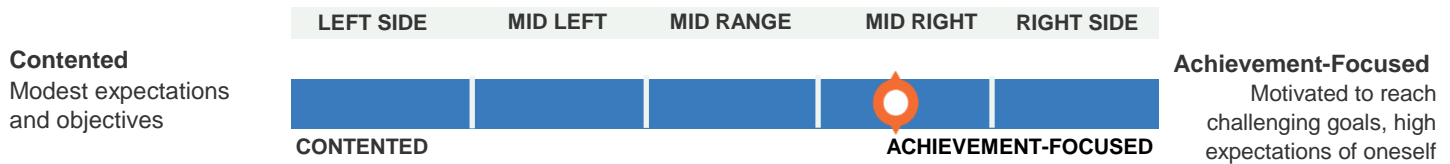
Culture-fit considerations - You would fit best into an organizational culture that:

- Has a healthy balance between cooperation and independence
- Is open to ideas and input from all team members
- Values the contributions of all employees

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

- How much of this job involves directing others?
- How does the work culture emphasize collaboration between co-workers?

Dimension 2: Contented vs. Achievement-Focused



You scored in the Mid Right 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 characteristics related to how you scored on this dimension:

- You're self-motivated to reach your goals
- You have high standards and expectations of yourself and others
- You're focused on completing tasks and reaching your objectives
- You enjoy challenges

Job-fit considerations – You would fit best into a role that:

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

Possible coaching/developmental areas related to how you scored:

- You may need to be challenged and fully utilized to be engaged in work
- You may become frustrated when your personal goals are not met

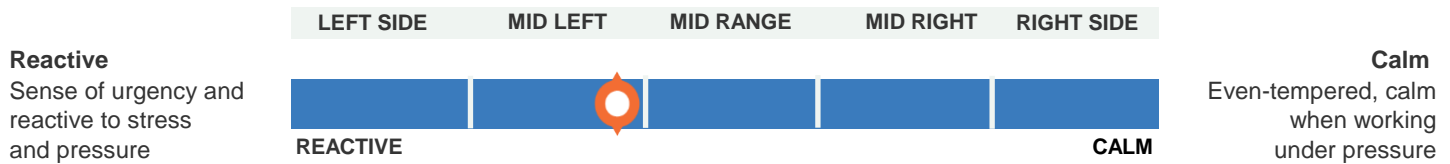
Culture-fit considerations - You would fit best into an organizational culture that:

- Rewards hard work
- Expects employees to consistently meet high standards
- Sets challenging goals

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

- How are high-performers rewarded in this job?
- How are employees in this job kept challenged?

Dimension 3: Reactive vs. Calm



You scored in the Mid Left of the Reactive vs. Calm dimension.

This dimension measures the degree to which a person is calm and tolerant of stress and pressure. Mid-range scoring individuals are able to remain composed and calm but can also be expressive. They have a moderate sense of urgency with their work.

Positive characteristics related to how you scored on this dimension:

- You're able to handle stress and pressure well
- You're self-aware
- You're seen by others as balanced and stable
- You're receptive to feedback

Job-fit considerations – You would fit best into a role that:

- Has a mix of high and low stress pressure tasks
- Is demanding and challenging but not too stressful
- Gives you a balanced workload
- Has realistic performance expectations

Possible coaching/developmental areas related to how you scored:

- You may appear nonchalant to others because you are usually calm
- You may not always convey a sense of urgency with tasks

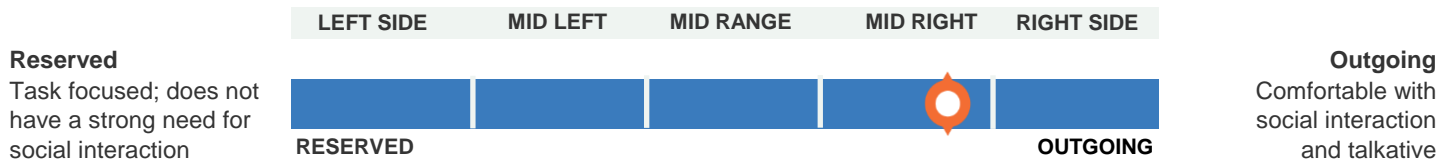
Culture-fit considerations - You would fit best into an organizational culture that:

- Respects and supports work/life balance
- Sets reachable goals and targets
- Has leadership that does not over-react to minor issues or threats

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

- What are the high-pressure tasks involved in this job, if any?
- What are the measured objectives in this job? How many people in the role meet or exceed them?

Dimension 4: Reserved vs. Outgoing



You scored in the Mid Right 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 characteristics related to how you scored on this dimension:

- You'll initiate social interaction
- You can be outgoing, colorful and charismatic
- You're comfortable being the center of attention
- You quickly build relationships

Job-fit considerations – You would fit best into a role that:

- Requires you to initiate contact with unfamiliar people
- Involves limited independent work
- Lets you collaborate with others often
- Lets you focus on communicating and building relationships

Possible coaching/developmental areas related to how you scored:

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

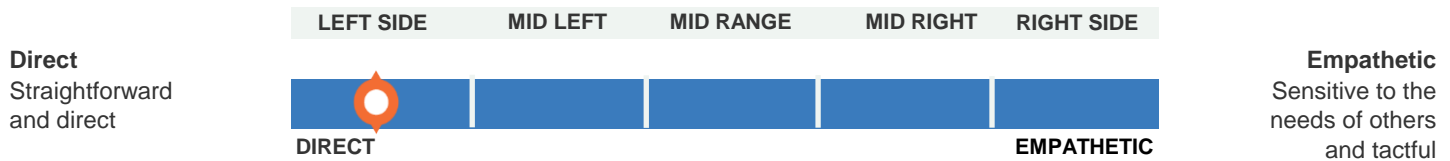
Culture-fit considerations - You would fit best into an organizational culture that:

- Is friendly, open and social
- Knows how to have fun while working
- Emphasizes the importance of open communication

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

- How much of this job would involve meeting new people?
- What would the split be between tasks completed independently versus interacting with others?

Dimension 5: Direct vs. Empathetic



You scored in the Left Side 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 characteristics related to how you scored on this dimension:

- You're a straightforward and direct communicator
- You're focused on completing tasks
- You're comfortable voicing unpopular opinions
- You don't feel obligated to please others

Job-fit considerations – You would fit best into a role that:

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

Possible coaching/developmental areas related to how you scored:

- You may focus on completing tasks more than people issues
- You may appear critical or forthright to people who are sensitive

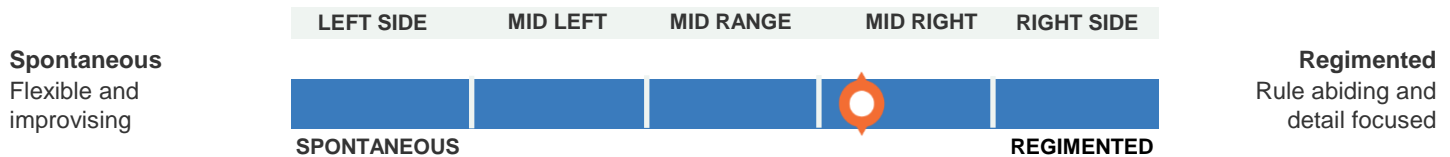
Culture-fit considerations - You would fit best into an organizational culture that:

- Is focused more on achieving its objectives than people issues
- Considers disagreement and criticism to be constructive
- Encourages frank dialog and open exchange of opinions

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

- Does the work culture encourage open dialog and exchange of opinions?
- Are managers open to receiving input and constructive criticism from employees?

Dimension 6: Spontaneous vs. Regimented



You 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 characteristics related to how you scored on this dimension:

- You're detail-oriented
- You value order, structure, and predictability
- You're rule conscious
- You're conscientious and dependable

Job-fit considerations – You would fit best into a role that:

- Requires you to focus on details and get things exactly right
- Lets you plan ahead and stay organized
- Has expectations of you that are clear and formalized
- Doesn't require you to improvise and change plans too often

Possible coaching/developmental areas related to how you scored:

- At times, you may prefer to focus on the details rather than on the "big picture"
- You may respond to stressful or unusual situations by planning and organizing

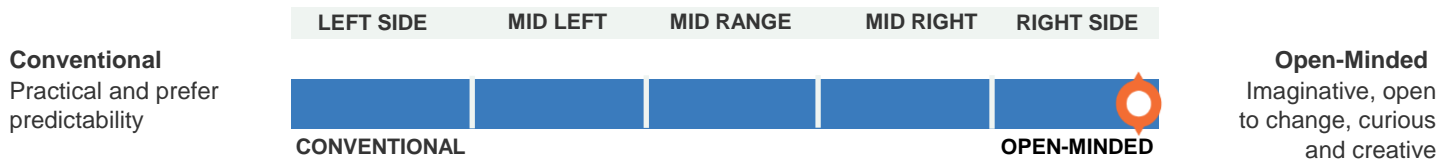
Culture-fit considerations - You would fit best into an organizational culture that:

- Has structure, processes and guidelines in place
- Maintains high-quality standards
- Closely monitors activities

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

- How much structure, processes and guidelines would there be in this job?
- How much planning and organizing would I be responsible for in this job?

Dimension 7: Conventional vs. Open-Minded



You 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 characteristics related to how you scored on this dimension:

- You're open to change and new ideas
- You're good at finding creative solutions to problems
- You're a strategic thinker
- You're willing to take risks

Job-fit considerations – You would fit best into a role that:

- Allows you to think strategically
- Requires you to find 'out of the box' solutions to problems
- Lets you be innovative and develop new ideas
- Allows you to make some of your decisions based on intuition

Possible coaching/developmental areas related to how you scored:

- You may over-analyze situations or problems
- You may need a lot of variety in tasks to remain stimulated

Culture-fit considerations - You would fit best into an organizational culture that:

- Is regarded as an innovator in their field
- Values and promotes creativity
- Quickly adapts to change
- Takes risks

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

- How much change would there be in this job on a day-to-day basis?
- Would the workload in this job be predictable or unpredictable?