

TalentClick

Predict Strengths AND Risks.

Attitude-Values-Personality (AVP) Quick Reference Guide

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Workstyle & Performance Profile (p.2)



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Workstyle & Performance Profile - Quick Reference Guide

DIMENSION	LEFT SIDE	MID RANGE	RIGHT SIDE
NON-DOMINANT VS. DOMINANT			
<p>Leadership Orientation</p> <p>The degree to which a person is driven to take charge & lead others.</p>	<p>Driven to contribute as opposed to lead others</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> • Agreeable & modest • Enjoys being an individual contributor or team player • Readily follows direction <p>POTENTIAL CHALLENGES</p> <ul style="list-style-type: none"> • May not want to assume a leadership role • May be uncomfortable being assertive or delegating 	<p>Comfortable contributing or leading when needed</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> • Cooperative team member • Comfortable taking charge if necessary <p>POTENTIAL CHALLENGES</p> <ul style="list-style-type: none"> • May have difficulty leading others every day • May need some opportunity to take charge to be satisfied at work 	<p>Driven to lead others</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> • Assertive & self-assured • Enjoys taking charge & providing direction • Shows initiative <p>POTENTIAL CHALLENGES</p> <ul style="list-style-type: none"> • May feel frustrated if unable to make independent decisions • May find it difficult to follow direction from others
CONTENTED VS. ACHIEVEMENT-FOCUSED			
<p>Achievement Orientation</p> <p>The degree to which a person is focused on achieving challenging goals.</p>	<p>Motivated by modest goals</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> • Easy-going & easy-to-please • Generally satisfied with themselves & others • Enjoys straightforward tasks or those that they have already mastered <p>POTENTIAL CHALLENGES</p> <ul style="list-style-type: none"> • May find it challenging at times to maintain a high level of performance • May need active support with demanding goals 	<p>Motivated by realistic, reachable goals</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> • Able to fulfill responsibilities & meet others' standards & expectations • Has realistic expectations of themselves & others <p>POTENTIAL CHALLENGES</p> <ul style="list-style-type: none"> • May feel frustrated by expectations that they think are unreasonable • May need encouragement with goals that are difficult to reach 	<p>Motivated by challenging goals</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> • Self-driven & hard-working • Has high expectations of themselves & others • Enjoys difficult tasks & stretch projects • Seeks growth & self-improvement <p>POTENTIAL CHALLENGES</p> <ul style="list-style-type: none"> • May need to be challenged & fully utilized to be engaged • May feel frustrated when personal goals or expectations are not met



DIMENSION	LEFT SIDE	MID RANGE	RIGHT SIDE
REACTIVE VS. CALM			
<p>Emotional Orientation</p> <p>The degree to which a person is tolerant of stress & pressure.</p>	<p>Responsive to stress & pressure</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> Vigilant & prompt Shows a sense of urgency Quick to respond to high-pressure situations <p>POTENTIAL CHALLENGES</p> <ul style="list-style-type: none"> May be tense or anxious May become upset or discouraged when things do not go well 	<p>Tolerant of typical stress & pressure</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> Can handle typical work stress & pressure Generally seen by others as balanced & stable <p>POTENTIAL CHALLENGES</p> <ul style="list-style-type: none"> May not always display a sense of urgency May become distressed with prolonged periods of heavy job demands 	<p>Resilient to stress & pressure</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> Even-tempered & level-headed Thinks through possible solutions before acting Takes heavy job demands in stride <p>POTENTIAL CHALLENGES</p> <ul style="list-style-type: none"> May be slower to respond to urgent situations Others may mistake calmness for lack of enthusiasm
RESERVED VS. OUTGOING			
<p>Social Orientation</p> <p>The degree to which a person enjoys social interaction.</p>	<p>Enjoys & seeks independent work</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> Reflective & thoughtful Easily focuses on independent work Carefully considers thoughts & ideas before sharing <p>POTENTIAL CHALLENGES</p> <ul style="list-style-type: none"> May prefer to work independently when involving others is required May not openly voice ideas & opinions 	<p>Comfortable working independently or with others when needed</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> Capable of both independent & collaborative tasks Comfortable working with others <p>POTENTIAL CHALLENGES</p> <ul style="list-style-type: none"> May not enjoy events with unfamiliar people or networking May require some opportunity to work with others to stay engaged 	<p>Enjoys & seeks social interaction</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> Open & communicative Easily builds relationships with others Enjoys meeting new people & networking Readily shares thoughts & ideas <p>POTENTIAL CHALLENGES</p> <ul style="list-style-type: none"> May prefer to involve others when independent work is required May need verbal recognition from others to stay engaged



DIMENSION	LEFT SIDE	MID RANGE	RIGHT SIDE
DIRECT VS. EMPATHETIC			
<p>Interpersonal Orientation</p> <p>The degree to which a person is sensitive to the needs & feelings of others.</p>	<p>Concerned with objectivity & task completion</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> • Forthright & candid • Straightforward & clear communicator • Easily voices unpopular opinions • Takes an objective, non-emotional point of view <p>POTENTIAL CHALLENGES</p> <ul style="list-style-type: none"> • May focus on completing tasks more than personal needs • May be perceived as insensitive to the feelings of others 	<p>Mindful of both task completion & the feelings of others</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> • Honest about views & opinions • Considerate of the needs & feelings of others <p>POTENTIAL CHALLENGES</p> <ul style="list-style-type: none"> • May be uncomfortable dealing with people who are upset or angry • May find it difficult to deliver or receive negative feedback 	<p>Concerned with the needs & feelings of others</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> • Compassionate & helpful • Tactful communicator • Focused on supporting others • Strives to achieve outcomes where all parties are satisfied <p>POTENTIAL CHALLENGES</p> <ul style="list-style-type: none"> • May focus on personal needs more than completing tasks • May put others needs ahead of their own
SPONTANEOUS VS. REGIMENTED			
<p>Task Orientation</p> <p>The degree to which a person is systematic in their approach to tasks.</p>	<p>Prefers a flexible approach to tasks</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> • Improvising & adaptable • Follows the quickest route to achieving objectives • Easily grasps the 'big picture' • Not bound by rules or processes <p>POTENTIAL CHALLENGES</p> <ul style="list-style-type: none"> • May neglect planning & preparation requirements • May overlook details or cut corners 	<p>Comfortable being more flexible or systematic when needed</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> • Mindful of planning & preparation requirements • Able to pivot when needed to meet objectives <p>POTENTIAL CHALLENGES</p> <ul style="list-style-type: none"> • May find it difficult to always follow a strict plan or process • May find it difficult to improvise or learn through trial & error 	<p>Prefers a scheduled approach to tasks</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> • Conscientious & dependable • Creates & follows plans • Establishes order & structure • Easily attends to details • Naturally compliant to rules & processes <p>POTENTIAL CHALLENGES</p> <ul style="list-style-type: none"> • May require a detailed plan in order to complete tasks • May overlook the 'big picture'



DIMENSION	LEFT SIDE	MID RANGE	RIGHT SIDE
CONVENTIONAL VS. OPEN-MINDED			
<p>Conceptual Orientation</p> <p>The degree to which a person is receptive to new ideas or experiences.</p>	<p>Desires proven ideas & familiar experiences</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> • Practical & predictable • Adheres to established methods • Finds 'tried & true' solutions to problems • Stays focused on repetitive tasks <p>POTENTIAL CHALLENGES</p> <ul style="list-style-type: none"> • May be resistant to new tools or methods • May need time to adapt to change 	<p>Receptive to proven or experimental approaches as needed</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> • Able to build on others' ideas • Has a realistic problem- solving style <p>POTENTIAL CHALLENGES</p> <ul style="list-style-type: none"> • May be initially resistant ideas that involve rapid or drastic change • May feel frustrated with no task variability 	<p>Desires innovative ideas & new experiences</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> • Imaginative & curious • Experiments with new tools & methods • Finds creative solutions to problems • Easily adapts to change <p>POTENTIAL CHALLENGES</p> <ul style="list-style-type: none"> • May need a lot of change to remain stimulated • May not assess the practicality of new ideas before implementing



Work Values & Attitude - Quick Reference Guide

DIMENSION	LOW	HIGH
CONFORMITY		
The degree to which a person respects rules & generally-accepted standards.	<p>Acts independently from rules & generally-accepted standards</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> • Questions rules & norms • Comfortable playing in the 'gray area' & using loop-holes • Not concerned with others' opinions • Seen as an independent thinker <p>CHALLENGES</p> <ul style="list-style-type: none"> • May ignore important rules or codes of conduct • May focus on what is best for them in the moment • May bend the truth to get something done 	<p>Respects rules & generally-accepted standards</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> • Follows rules & norms • Trusting of others' intentions • Takes their own reputation seriously • Seen as ethical & honorable <p>CHALLENGES</p> <ul style="list-style-type: none"> • May struggle with bending the rules when needed • May be overly protective of their reputation • May be too trusting of others
RESPONSIBILITY		
The degree to which a person is driven to meet others' expectations & timelines.	<p>Casual with expectations & timelines</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> • Flexible with commitments • Comfortable changing plans • Willing to delegate versus complete tasks themselves • Seen as understanding & flexible <p>CHALLENGES</p> <ul style="list-style-type: none"> • May struggle with punctuality or follow-through • May avoid making commitments • May be perceived as unreliable or tardy 	<p>Strict with expectations & timelines</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> • Follows through on commitments • Adheres to plans & timelines • Prefers to complete tasks themselves • Seen as punctual & reliable <p>CHALLENGES</p> <ul style="list-style-type: none"> • May be hesitant to change plans when needed • May over-commit to others & ignore their own needs • May be seen as rigid or inflexible



DIMENSION	LOW	HIGH
COACHABILITY		
<p>The degree to which a person responds positively to suggestions & is motivated to improve behavior.</p>	<p>Skeptical of suggestions for improvement</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> Carefully evaluates advice from others Discerning with others' feedback Requires clear justification before changing behavior Confident in own capabilities <p>CHALLENGES</p> <ul style="list-style-type: none"> May respond defensively to performance feedback May be resistant to behavior change May lack self-awareness of limitations 	<p>Responds positively to suggestions for improvement</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> Seeks suggestions for improvement Readily implements others' feedback from others Highly willing to change behavior Self-aware of abilities & limitations <p>CHALLENGES</p> <ul style="list-style-type: none"> May act on advice from others without question May weight all sources of feedback equally May expect to reach unrealistic standards for self-improvement
POSITIVITY		
<p>The degree to which a person controls negative emotions & maintains an optimistic outlook.</p>	<p>Open with negative emotions & maintains realistic outlook</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> Open with emotions Foresees potential downsides to plans or ideas Willing to provide critical feedback Notices potential risks <p>CHALLENGES</p> <ul style="list-style-type: none"> May be easily upset or discouraged May not realize when their words or actions discourage others May be seen as cynical or pessimistic 	<p>Controls negative emotions & maintains optimistic outlook</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> Not easily upset or discouraged Sees the upside to situations & new ideas Encouraging impact on others Seen as cooperative & upbeat <p>CHALLENGES</p> <ul style="list-style-type: none"> May not see potential downsides or risks May not voice critical feedback May not understand others with skeptical viewpoints



DIMENSION	LOW	HIGH
AGGRESSION CONTROL		
<p>The degree to which a person is motivated to avoid confrontation or adversarial interactions.</p>	<p>Embraces confrontation & adversarial situations</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> • Guards personal boundaries • Comfortable being assertive • Readily addresses conflict • Quick to confront unacceptable behavior <p>CHALLENGES</p> <ul style="list-style-type: none"> • May be easily agitated or angered • May be argumentative when not appropriate • May engage in aggressive or retaliatory behavior 	<p>Avoids confrontation & adversarial situations</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> • Not easily provoked or offended • Keeps emotions under control • Avoids combative interactions • Seen as patient & understanding with others <p>CHALLENGES</p> <ul style="list-style-type: none"> • May be too passive in situations when they should assert themselves • May avoid addressing interpersonal conflict • May not confront unacceptable behaviors
OPEN COMMUNICATION		
<p>The degree to which a person openly shares thoughts, feelings, opinions & information.</p>	<p>Cautious sharing thoughts, feelings, opinions & information</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> • Strong sense of boundaries & discretion • Comfortable with limited information • Prefers listening to speaking • Unlikely to distract others with social conversation <p>CHALLENGES</p> <ul style="list-style-type: none"> • May hesitate to share information with others • May keep others at a distance • May be seen as 'closed-off' or 'secretive' 	<p>Openly shares thoughts, feelings, opinions & information</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> • Initiates communication with others • Readily trusts others with information • Embraces knowledge-sharing & collaboration • Seen as transparent & approachable <p>CHALLENGES</p> <ul style="list-style-type: none"> • May lack discretion or boundaries with coworkers or customers • May talk when action is required • May require high degree of transparency & information



Safety Quotient - Quick Reference Guide

DIMENSION	LEFT SIDE	RIGHT SIDE
	RESISTANT	ACCOMMODATING
The degree to which a person follows rules & is open to retraining & behavior change.	<p>Questions rules & change</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> Questions the reason or purpose behind new & existing rules Points out areas for improvement in safety procedures <p>CHALLENGES</p> <ul style="list-style-type: none"> May defy safety rules & SOPs May resist retraining & behavior change 	<p>Accepts rules & change</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> Compliant & rule-abiding Receptive to retraining & behavior change <p>CHALLENGES</p> <ul style="list-style-type: none"> May 'blindly' follow rules when they are not appropriate May fail to notice or point out areas for improvement
	ANXIOUS	CALM
The degree to which a person experiences stress & pressure.	<p>Sensitive to stress & pressure</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> Quick to perceive the gravity or seriousness of a situation Strong sense of urgency <p>CHALLENGES</p> <ul style="list-style-type: none"> May quickly experience stress in unexpected situations May have difficulty thinking clearly & rationally under pressure 	<p>Tolerant of stress & pressure</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> High threshold for stress Thinks clearly & rationally under pressure <p>CHALLENGES</p> <ul style="list-style-type: none"> May underestimate the seriousness of a situation May lack a sense of urgency
	IMPATIENT	PATIENT
The degree to which a person experiences frustration & irritation.	<p>Sensitive to frustrations & irritations</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> Quick to address negative behavior Assertive & outspoken <p>CHALLENGES</p> <ul style="list-style-type: none"> May take work issues personally May be easily annoyed with others May be perceived as unapproachable 	<p>Tolerant of frustrations & irritations</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> Rarely shows agitation towards others Even-tempered & approachable <p>CHALLENGES</p> <ul style="list-style-type: none"> May be too tolerant or lenient May avoid addressing negative or unsafe behavior



DIMENSION	LEFT SIDE	RIGHT SIDE
	DISTRACTIBLE	FOCUSED
The degree to which a person seeks variety & stimulation .	<p>Seeks variety & stimulation</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> Easily shifts focus & accommodates new stimuli Comfortable with 'multitasking' or split-focus <p>CHALLENGES</p> <ul style="list-style-type: none"> May struggle to focus for long periods May be easily distracted or bored with routine or repetitive tasks 	<p>Seeks routine & repetition</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> Easily focuses for long periods Comfortable with routine or repetitive tasks <p>CHALLENGES</p> <ul style="list-style-type: none"> May struggle with shifting focus or accommodating new stimuli May be overwhelmed by multiple job demands
	IMPULSIVE	CAUTIOUS
The degree to which a person considers consequences & risks when making decisions .	<p>Quick & instinctive decision-making</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> Quick to decide Readily takes action Confident in capabilities <p>CHALLENGES</p> <ul style="list-style-type: none"> May underestimate negative consequences & risks May overestimate capabilities May be prone to rushing 	<p>Thoughtful & careful decision-making</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> Carefully evaluates consequences & risks before acting Realistic regarding capabilities & limitations <p>CHALLENGES</p> <ul style="list-style-type: none"> May be slow to make decisions May hesitate to take action when needed May underestimate own capabilities
	THRILL-SEEKING	APPREHENSIVE
The degree to which a person avoids uncertainty & risk .	<p>Excited by uncertainty & risk</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> Suited for inherently high-risk tasks Enjoys novel & unfamiliar experiences <p>CHALLENGES</p> <ul style="list-style-type: none"> May take unnecessary risks May engage in dangerous behavior when restless or bored 	<p>Avoidant of uncertainty & risk</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> Avoids unnecessary risks Averts dangerous situations <p>CHALLENGES</p> <ul style="list-style-type: none"> May have difficulty taking necessary or unavoidable risks May avoid unfamiliar situations



Driver Safety Quotient - Quick Reference Guide

DIMENSION	LEFT SIDE	RIGHT SIDE
	RESISTANT	ACCOMMODATING
The degree to which a person follows rules & is open to retraining & behavior change.	<p>Questions driving rules & guidelines</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> Questions the reason or purpose behind driving rules Points out areas for improvement in safety procedures <p>CHALLENGES</p> <ul style="list-style-type: none"> May defy driving rules & procedures May resist retraining & behavior change 	<p>Follows driving rules & guidelines</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> Compliant & rule-abiding when driving Receptive to retraining & behavior change <p>CHALLENGES</p> <ul style="list-style-type: none"> May 'blindly' follow driving guidelines when they are not appropriate May not notice areas for improvement
	ANXIOUS	CALM
The degree to which a person experiences stress & pressure.	<p>Sensitive to driving stress & pressure</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> Quick to perceive threats when driving Strong sense of urgency <p>CHALLENGES</p> <ul style="list-style-type: none"> May quickly experience stress in unexpected driving situations May have difficulty thinking clearly when driving under pressure 	<p>Tolerant of driving stress & pressure</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> High threshold for stress Thinks clearly & rationally when driving under pressure <p>CHALLENGES</p> <ul style="list-style-type: none"> May underestimate the seriousness of a driving situation May lack a sense of urgency
	IMPATIENT	PATIENT
The degree to which a person experiences frustration & irritation.	<p>Experiences frustration & irritation while driving</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> Quick to address unsafe driving behavior Assertive when driving <p>CHALLENGES</p> <ul style="list-style-type: none"> May take other drivers' behavior personally May be easily irritated or annoyed with other drivers 	<p>Tolerant of frustrations & irritations while driving</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> Rarely shows agitation towards other drivers Even-tempered when driving <p>CHALLENGES</p> <ul style="list-style-type: none"> May be too tolerant or lenient with other drivers May avoid reporting unsafe driving behavior



DIMENSION	LEFT SIDE	RIGHT SIDE
	DISTRACTIBLE	FOCUSED
The degree to which a person seeks variety & stimulation .	<p>Seeks variety & stimulation when driving</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> Shifts or splits focus when needed Comfortable with variability & new stimuli when driving <p>CHALLENGES</p> <ul style="list-style-type: none"> May struggle to focus for long driving periods May be easily distracted or bored when driving is routine or repetitive 	<p>Seeks routine & repetition when driving</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> Focuses for long periods of driving when needed Stays alert when driving is routine or repetitive <p>CHALLENGES</p> <ul style="list-style-type: none"> May struggle with shifting or splitting focus when driving May feel overwhelmed by high variability & new stimuli
	IMPULSIVE	CAUTIOUS
The degree to which a person considers consequences & risks when making decisions .	<p>Quick & instinctive driving decisions</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> Quick to decide & take action when driving Confident in driving capabilities <p>CHALLENGES</p> <ul style="list-style-type: none"> May underestimate consequences & risks of driving decisions May overestimate driving capabilities 	<p>Thoughtful & careful driving decisions</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> Carefully evaluates driving situations before acting Realistic regarding driving capabilities & limitations <p>CHALLENGES</p> <ul style="list-style-type: none"> May be slow to make decisions & take action when needed May underestimate driving capabilities
	THRILL-SEEKING	APPREHENSIVE
The degree to which a person avoids uncertainty & risk .	<p>Excited by driving risks & uncertainty</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> Suited for inherently high-risk driving roles Enjoys novel & unfamiliar driving experiences <p>CHALLENGES</p> <ul style="list-style-type: none"> May take unnecessary driving risks May engage in dangerous driving maneuvers when restless or bored 	<p>Avoidant of driving risk & uncertainty</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> Avoids unnecessary driving risks Averts dangerous driving situations <p>CHALLENGES</p> <ul style="list-style-type: none"> May have difficulty taking necessary or unavoidable driving risks May avoid unfamiliar driving experiences