



# AVP REPORT

Attitude, Values, Personality



## EMPLOYER REPORT

For Hiring, Training & Coaching

Kelly Sample

kelly@email.com





Overall Fit Score: Superintendent - Field Benchmark

97

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

Validity Category:

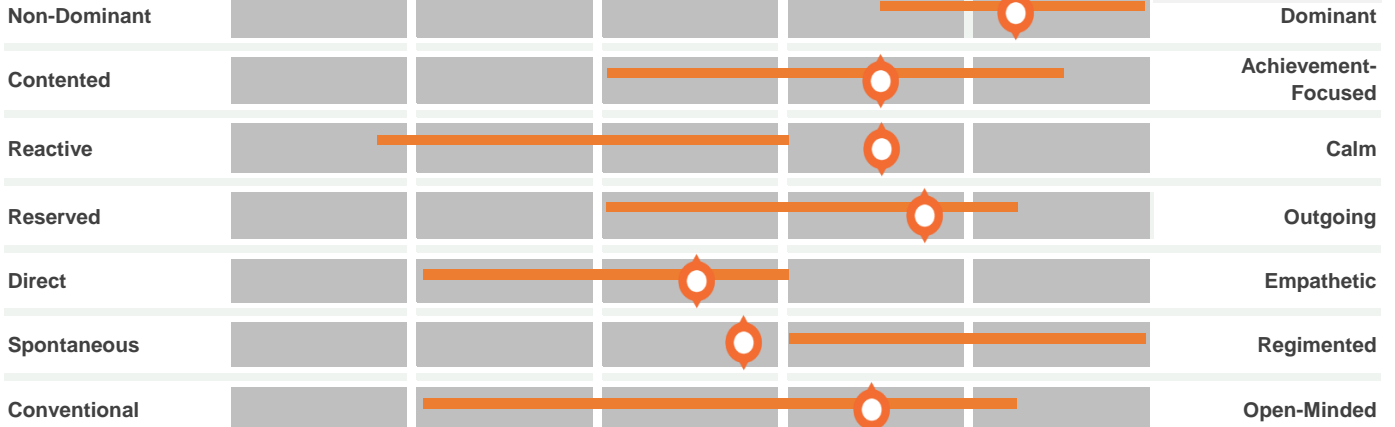
Acceptable

WORKSTYLE

Dominant      Outgoing      Achievement-Focused

LEFT SIDE      MID LEFT      MID RANGE      MID RIGHT      RIGHT SIDE

< These are the most extreme scores from this section

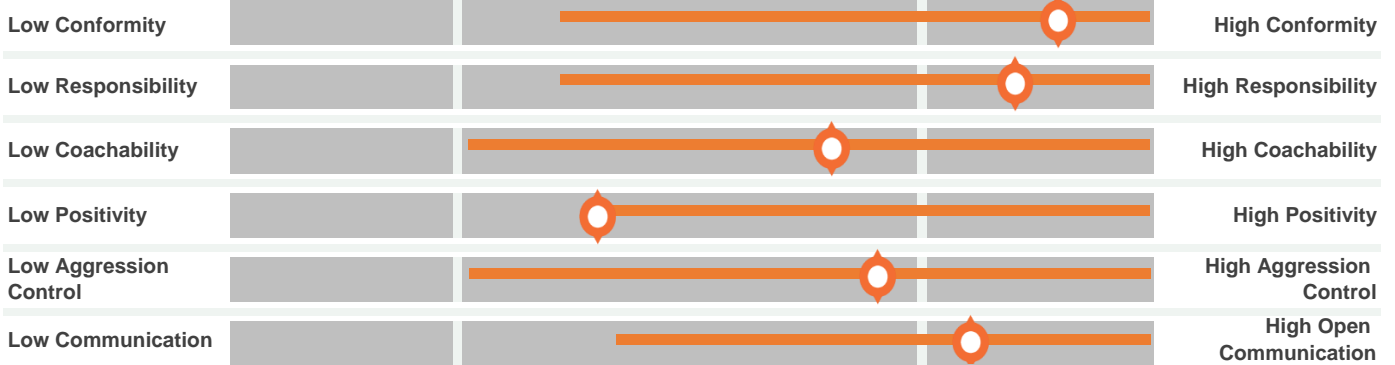


WORK VALUES

High Conformity      High Responsibility      High Open Communication

LOW RANGE      AVERAGE RANGE      HIGH RANGE

< These are the most extreme scores from this section

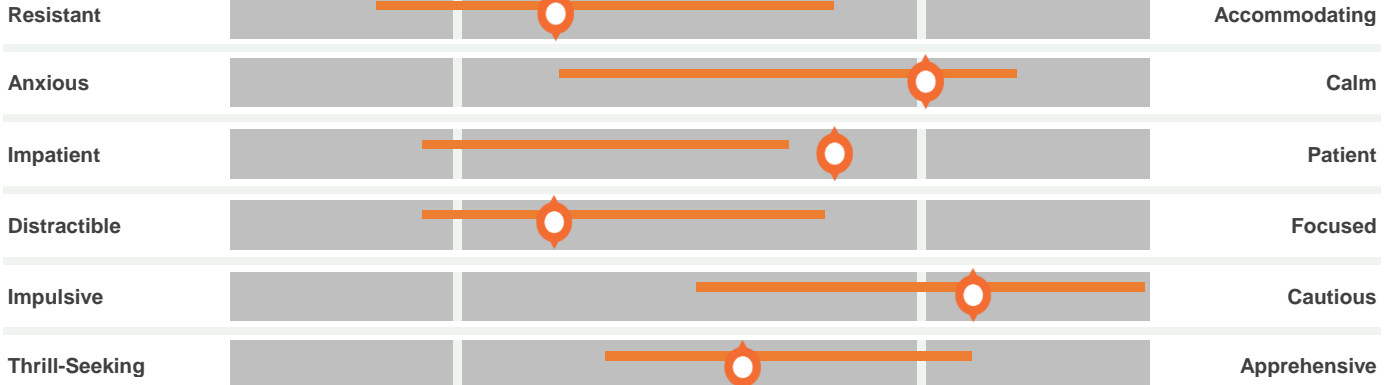


SAFETY

Cautious      Calm      Distractible

LEFT SIDE      MID RANGE      RIGHT SIDE

< These are the most extreme scores from this section



BUSINESS REASONING

Intermediate Verbal Reasoning      Advanced Numerical Reasoning

BASIC      INTERMEDIATE      ADVANCED

< These are the most extreme scores from this section



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.

## 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:

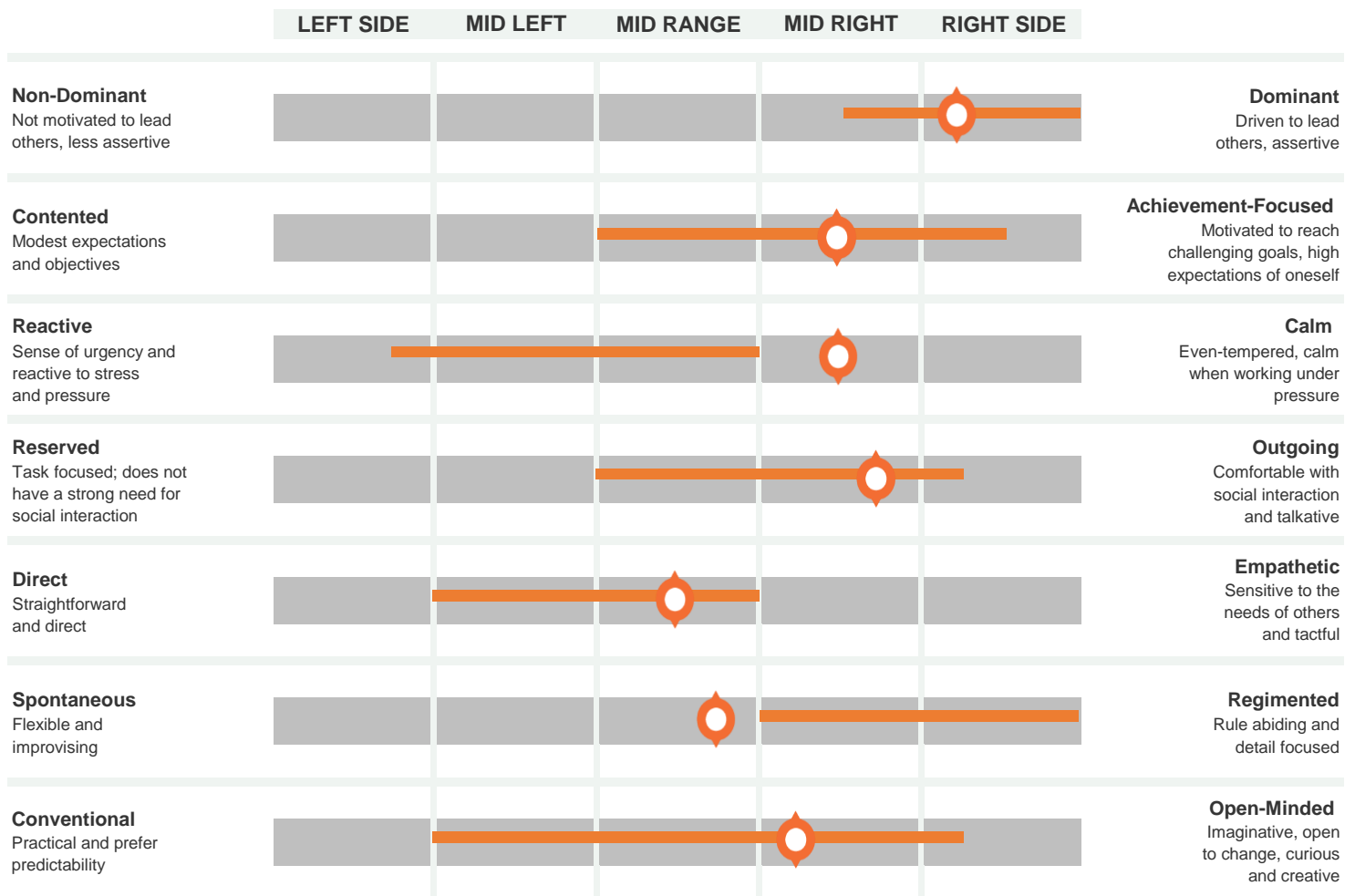
**Dominant**

**Outgoing**

**Achievement-Focused**

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

## Summary of Kelly Sample results:



### 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 mid point of each dimension reflects the average score of all working adults.

### Disclaimer:

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## STRENGTHS

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

#### Dominant

- Confident and self-motivated
- Sets and reaches difficult goals
- Enjoys leading others
- Driven to take charge

#### Achievement-Focused

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

#### 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

#### Open-minded

- 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

## POTENTIAL CHALLENGES

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

#### Dominant

- Can be given the authority to manage people or projects
- Will not prefer to be managed or monitored closely
- Will likely prefer to have a high degree of autonomy
- Would benefit from coaching on leadership skills

#### Achievement-Focused

- 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

#### 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

#### Open-minded

- 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

## Dominant

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

## 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.
- 

## Achievement-Focused

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

## Open-minded

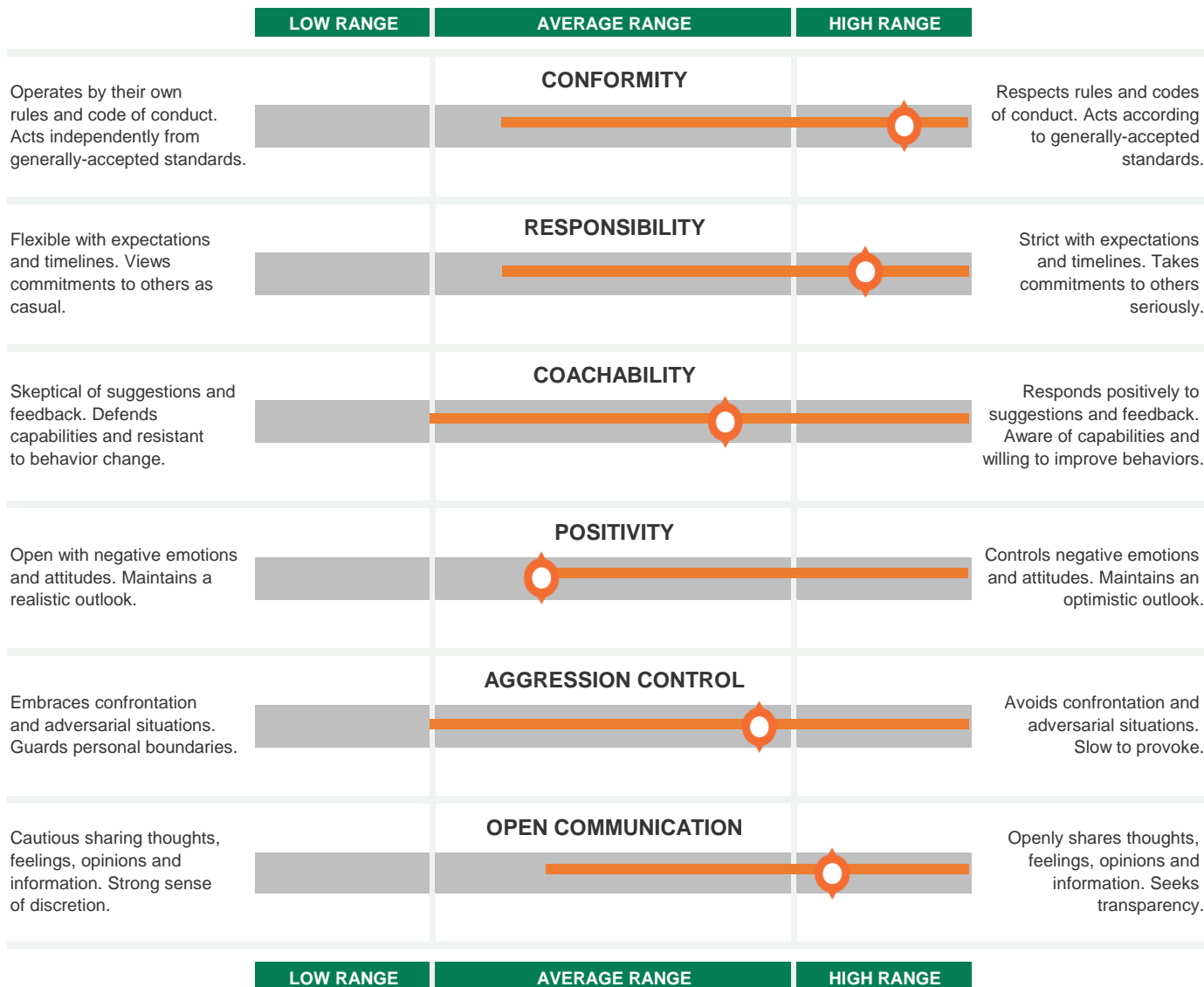
### Interview Questions: Suggested questions to probe into this area to assess 'fit':

- 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?
-

## Introduction

- This report is a summary of the individual's work values and attitude calculated from the assessment questionnaire.
- Everyone has core traits and personal standards for behavior that manifest as "default" reactions to work situations.
- These "default settings" can be hard to change, but you can reduce the risk of negative outcomes by increasing awareness and actively managing counterproductive behaviors.

## Results for Kelly Sample:



### 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 mid point of each dimension reflects the average score of all working adults.

### 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:

#### High Conformity

- Follows rules and standards
- Places high importance on trust
- Takes their own reputation seriously
- Seen as ethical and honorable

#### High Open Communication

- Readily trust others with information
- Initiates communication with others
- Embraces knowledge-sharing and collaboration
- Seen as approachable and 'easy-to-talk-to'

#### High Responsibility

- Follows through on commitments
- Adheres to plans and timelines
- Prefers to complete tasks themselves
- Strives to please others

#### Average Aggression Control

- Keeps irritability under control in most situations
- Not easily provoked by others
- Generally demonstrates patience with others
- Comfortable addressing conflict with others when needed

## POTENTIAL CHALLENGES

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

#### Average Positivity

- May hesitate to question new ideas when they sense potential downsides
- May not let others know when they are feeling stressed or frustrated
- May need encouragement during stressful or uncertain times

#### Average Aggression Control

- May become frustrated with others in stressful situations
- May need to be more assertive when urgent action is necessary
- Should be encouraged to take a break to 'regroup' if they feel agitated

#### Average Coachability

- May be sensitive to critical performance feedback
- May give all sources of feedback equal weighting
- Would benefit from constructively-worded criticism to avoid a defensive reaction

#### High Open Communication

- May be tempted to communicate rather than take action
- May require a high degree of transparency and information-sharing
- May need to be reminded of times when confidentiality and discretion are required



## Average Positivity

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

- We all have times when we get discouraged at work. Describe a time when this happened to you, and what you did about it.
  - Give me an example of a time when working with a coworker was very challenging. What was the situation, and what did you do?
- 

## 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?
- 

## Average Aggression Control

### 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 how you handled it.
  - Tell me about a time when someone did something bad to you and you did something about it. Describe the situation and your actions in detail.
- 

## High Open Communication

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

- Give me an example of a time when you demonstrated the ability to be open and transparent with your coworkers. What was the situation, and what were the results of your actions?
  - Sometimes we have to withhold information at work. Tell me about a time when you didn't share information with your coworkers or customers because it was the right thing to do.
-



## 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.

**SQ™ Score:**

**Kelly Sample's primary traits:**

**58**

- Scores range from 0 to 100
- Lower scores tend to be riskier
- Higher scores tend to be safer

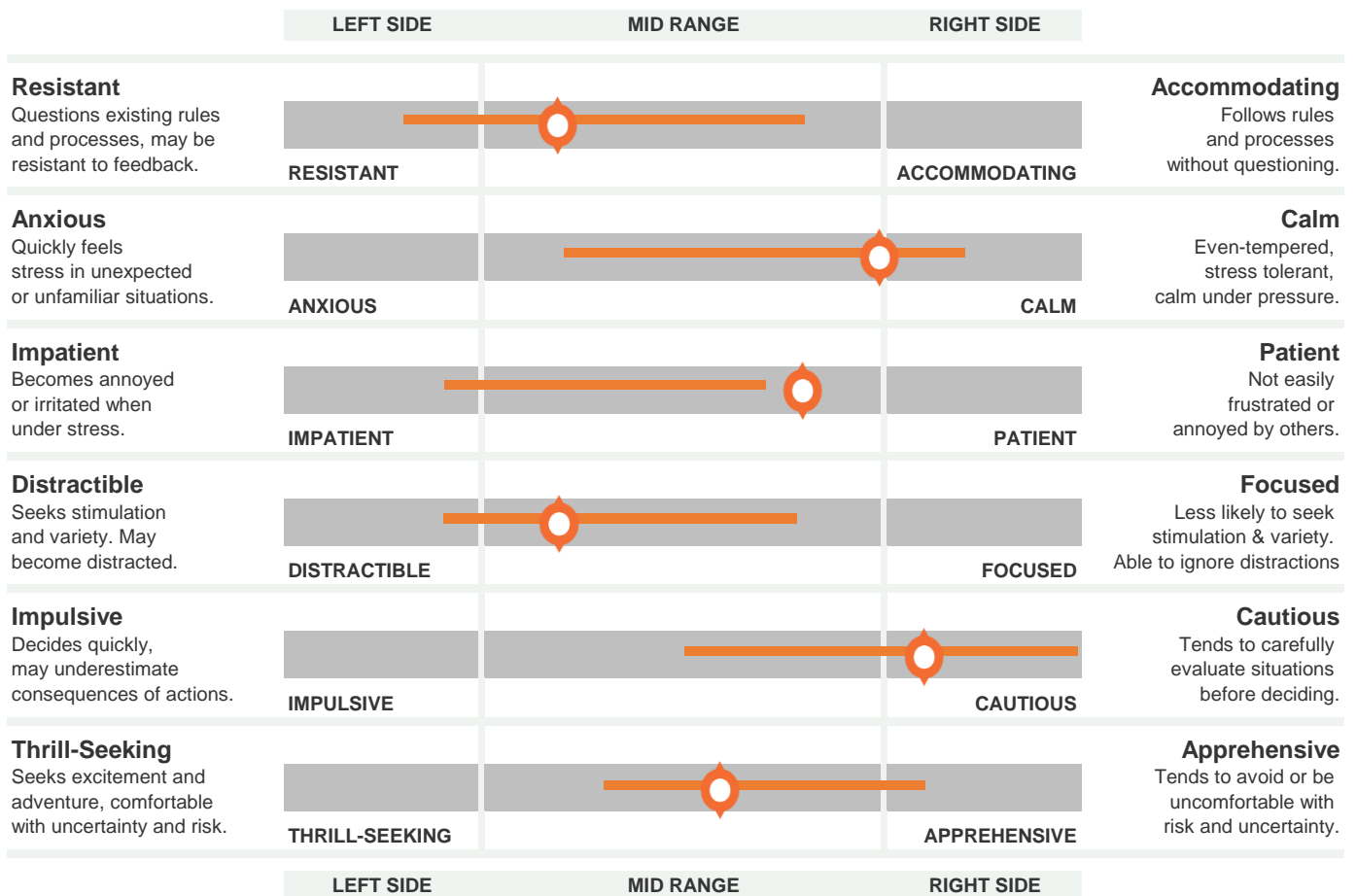
**Cautious**

**Calm**

**Distractible**

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

## Kelly Sample's Safety Personality Profile:



**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 mid point of each dimension reflects the average score of all working adults.

**Disclaimer:**

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## STRENGTHS

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

#### Cautious

- Will consider potential consequences of actions
- Would carefully consider options when making decisions
- Would not require frequent compliance monitoring

#### Distractible

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

#### Calm

- Able to work effectively when under normal levels of stress
- Seen as balanced and stable
- Receptive to feedback and coaching

#### Resistant

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

## POTENTIAL CHALLENGES

### Management considerations 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

#### Cautious

- May need to be reminded to think through possible negative consequences of actions
- May need coaching on when to decide quickly and when to decide slowly and carefully
- Would benefit from learning the mistakes others have made

#### Resistant

- 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

#### Calm

- Would benefit from feedback and coaching
- Should be encouraged to build confidence through skill development
- May need to be reminded to see mistakes as developmental opportunities



# 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.
- 

## Resistant

### 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?
- 

## Cautious

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

- Give me an example of when you could have done a task quickly but you decided that taking quick action might be too risky. What was the situation and what did you do?
  - Give me an example when you had to make a quick decision about something and made a mistake as a result. What was the situation and how did it turn out?
- 

## Calm

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

- Give me an example of a time when you had to complete high pressure or stressful tasks 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.
-

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**Attitude-Values-Personality (AVP)** report provides a snapshot of workstyle, work values, and safety risks, all from one short survey. Choose a one-page summary of results, or a detailed combination report highlighting key personality strengths, challenges, suggested interview questions and coaching tips to better assess job fit for both hiring and development.

*\*The AVP includes any combination of WPP, WVA & SQ/DSQ*



**Workstyle & Performance Profile (WPP)** reveals each participant's workstyle, strengths, and areas for improvement. The WPP can be used for hiring, training, performance management, succession planning, and more.

*\*Participant report available*



**Work Values & Attitude (WVA)** assessment uncovers an individual's values and personal standards for behavior to help assess whether they are a cultural fit for your organization. The WVA measures conformity, responsibility, positivity, and more.

*\*Participant report available*



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

*\*Participant report available*



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

*\*Participant report available*

**ADD-ON SOLUTIONS:** Included in the Standard Unlimited-Use Subscription.



**Cognitive Ability (CQ):** Tests language comprehension, numerical calculation ability, and spatial reasoning.



**English Proficiency (EP):** Measures English language competencies, including writing, vocabulary, and typing accuracy.

**PREMIUM SOLUTIONS:** Included in the Premium Unlimited-Use Subscription.



**Leadership Profile (LP):** Helps hire, train, and develop an organization's most valuable assets - its leaders. The LP identifies leadership style, business reasoning ability, and conflict management approach.

*\*Participant report available*

**OTHER SOLUTIONS:** Ask us for details. Additional fees may apply.



**360 Degree Leadership Review**



**Safety Culture Survey**



**Online Training Courses**



**Sports Performance Profile**

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