



# AVP REPORT

Attitude, Values, Personality



## EMPLOYER REPORT

For Hiring, Training & Coaching

**Kelly Sample**

**Benchmark: Insurance**

January 5, 2021





# RESULTS SUMMARY

# Kelly Sample

58

63

78

45

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

### Validity

Acceptable

Account Manager

Outbound Sales

Sales Manager

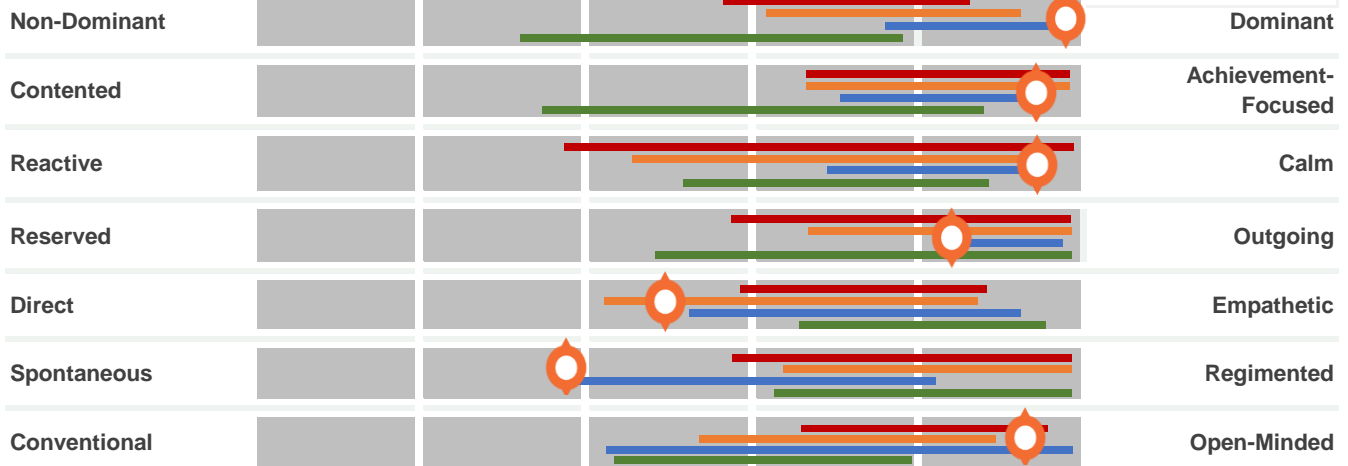
Customer Service Rep

### WORKSTYLE

Dominant Calm Achievement-Focused

LEFT SIDE MID LEFT MID RANGE MID RIGHT RIGHT SIDE

< These are the most extreme scores from this section

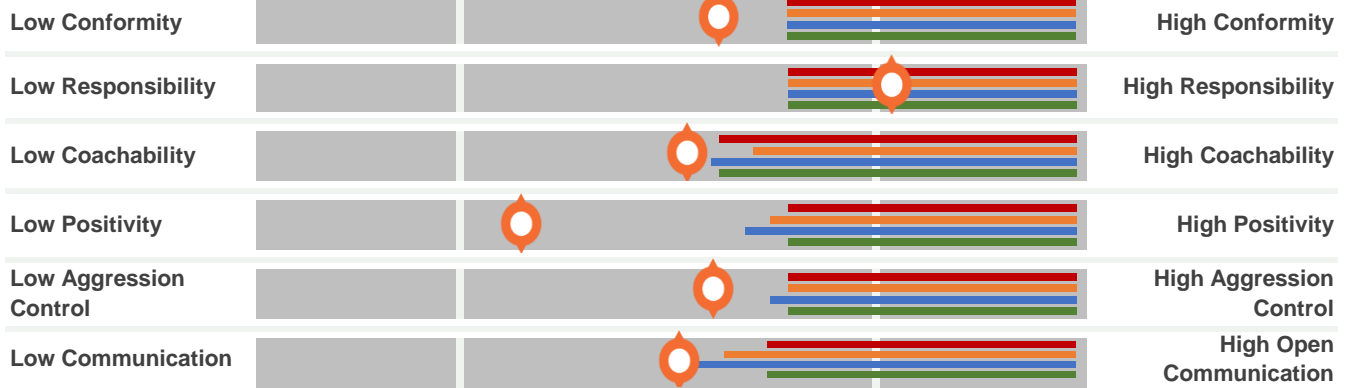


### WORK VALUES

High Responsibility Average Positivity Average Conformity

LOW RANGE AVERAGE RANGE HIGH RANGE

< These are the most extreme scores from this section

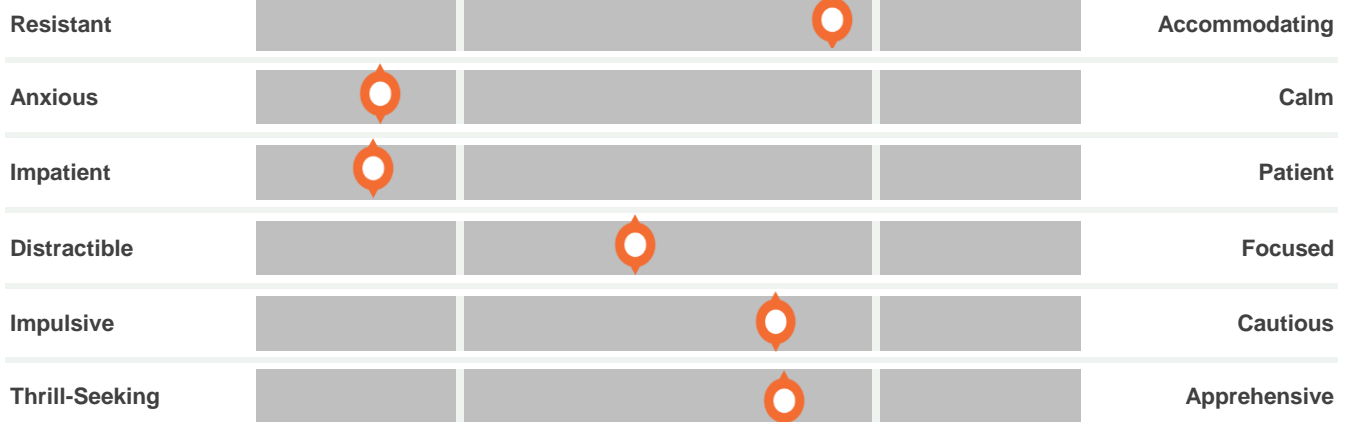


### SAFETY

Impatient Anxious Accommodating

LEFT SIDE MID RANGE RIGHT SIDE

< 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**

**Calm**

**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:

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:

#### Dominant

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

#### Achievement-Focused

- 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

#### Calm

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

#### Open-minded

- Willing to experiment with new tools and methods
- Thinks strategically
- Open to change and new ideas
- Good at finding creative solutions to problems

## POTENTIAL CHALLENGES

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

#### Dominant

- 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

#### 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

#### 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

#### 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?
- 

## 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?
- 

## 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

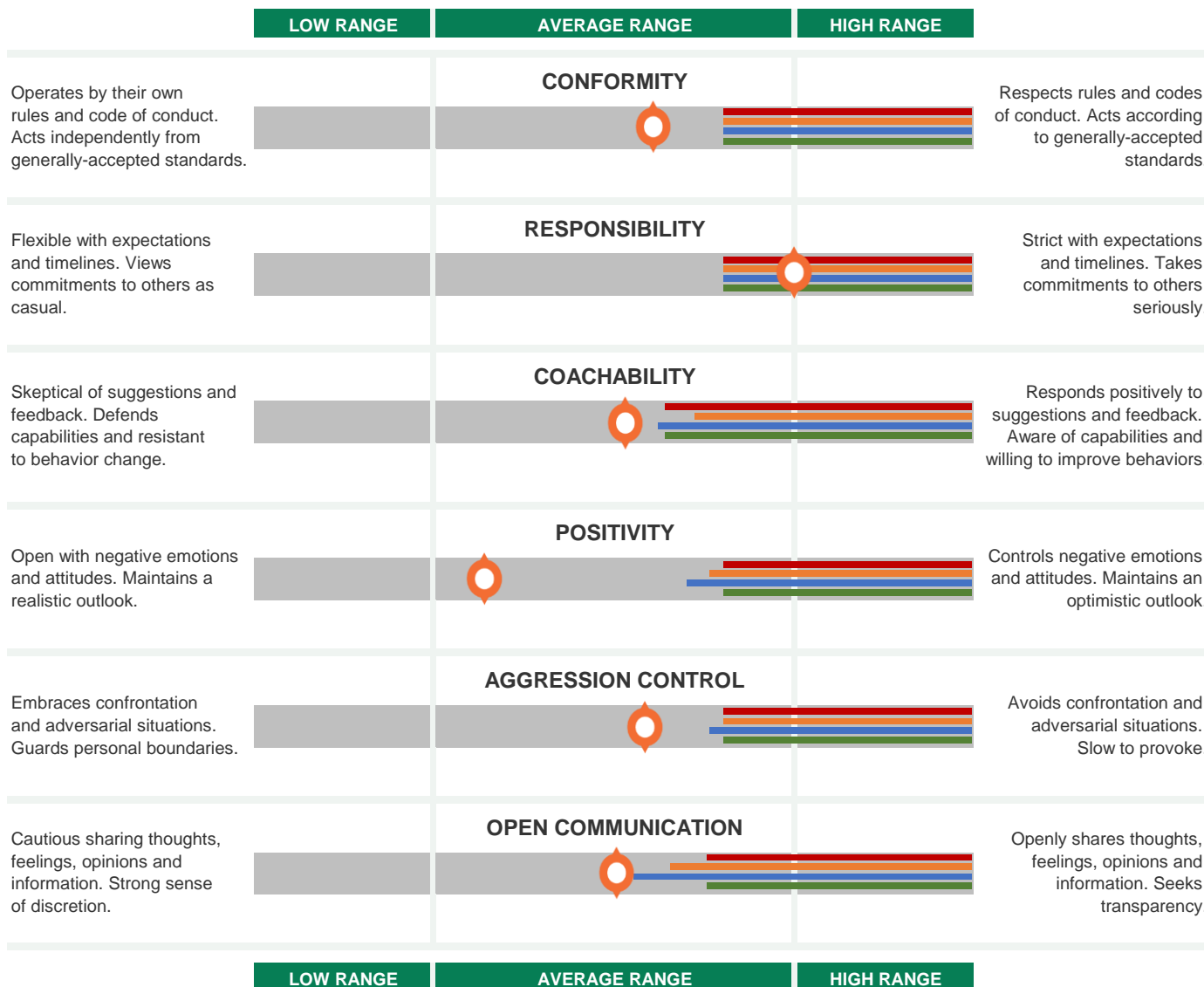
### Interview Questions: Suggested questions to probe into this area to assess 'fit':

- 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:

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## STRENGTHS

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

#### 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

#### Average Conformity

- Comfortable questioning rules and traditions
- Generally trusting of others
- Cares about their own reputation
- Seen as credible

#### Average Coachability

- Generally open to suggestions for improvement
- Comfortable questioning advice from others
- Willing to change behaviors
- Sees the value of self-improvement

## 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 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

#### Average Communication

- May sometimes hesitate to share information with others
- May not recognize when strict confidentiality is required
- Should be encouraged to openly share thoughts and opinions

#### 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 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 Communication

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

- Sometimes it's best not to share too much information with coworkers or customers. Tell me about a time when you held back information because it was the right thing to do.
  - Tell me about a time when you had to initiate communication with a new person or group of people in a work situation. Describe the situation and how you handled it.
- 

## 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.



## 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:**

**44**

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

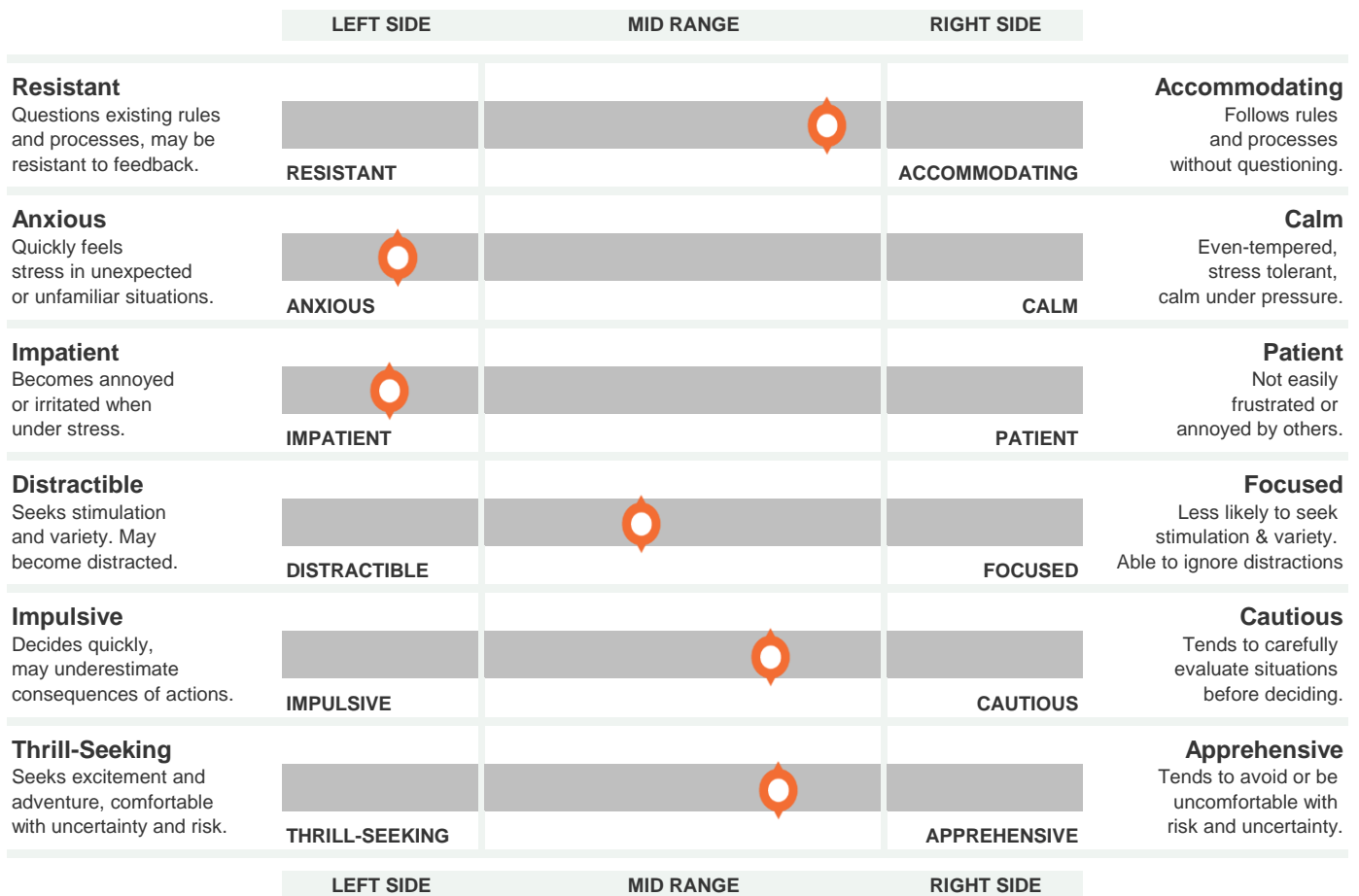
**Impatient**

**Anxious**

**Accommodating**

*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":
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  - Verify results with interview and reference questions



**Marker:**

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## STRENGTHS

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

#### Accommodating

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

#### Anxious

- Takes responsibilities seriously
- Shows a sense of urgency
- Receptive to feedback and coaching on areas for improvement

#### Impatient

- Would respond well to positive feedback
- Will likely be a straightforward and frank communicator
- Comfortable voicing opinions even if they are unpopular

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

#### Impatient

- May need to be reminded of the impact his/her actions have on others
- May need encouragement to let go of grudges and stop taking others' behavior personally
- May need time to “cool off” after becoming frustrated

#### Distractible

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

#### Anxious

- Quickly feels stress and pressure
- May need to be reminded that mistakes are improvement opportunities
- Would benefit from reassurance and support, especially when learning new things

#### 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

## Impatient

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

- Give me an example of a work situation where someone did something that you found to be extremely annoying. 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?
- 

## Anxious

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

- Give me an example of a time when you had to make an extremely quick decision that might have had serious consequences. What was the situation and what did you do?
  - Give me an example of a time when you had to handle a lot of stress at work. Describe the situation and what you did to handle it.
- 

## 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.
- 

## 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?

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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.



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**Safety Culture Survey**



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