



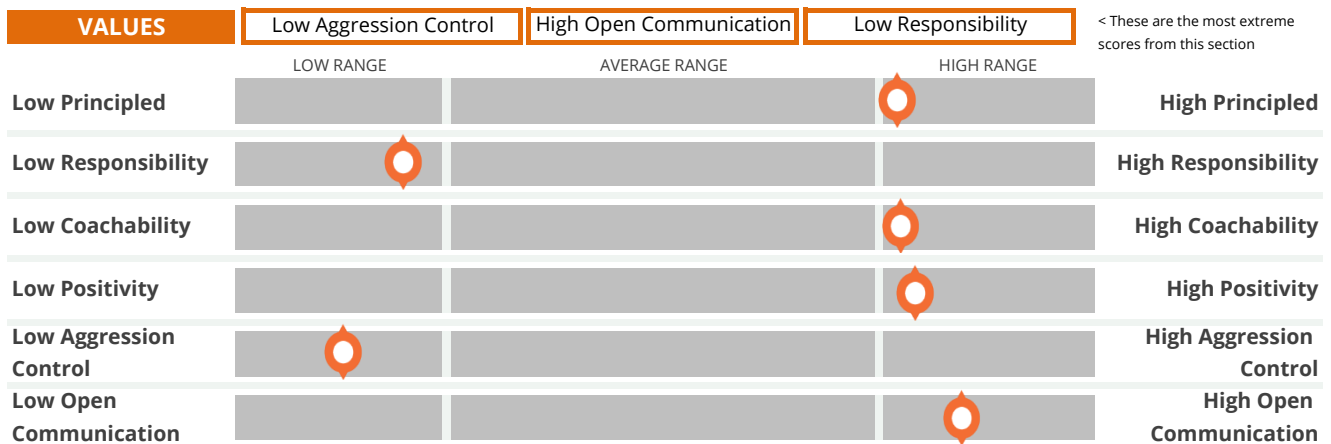
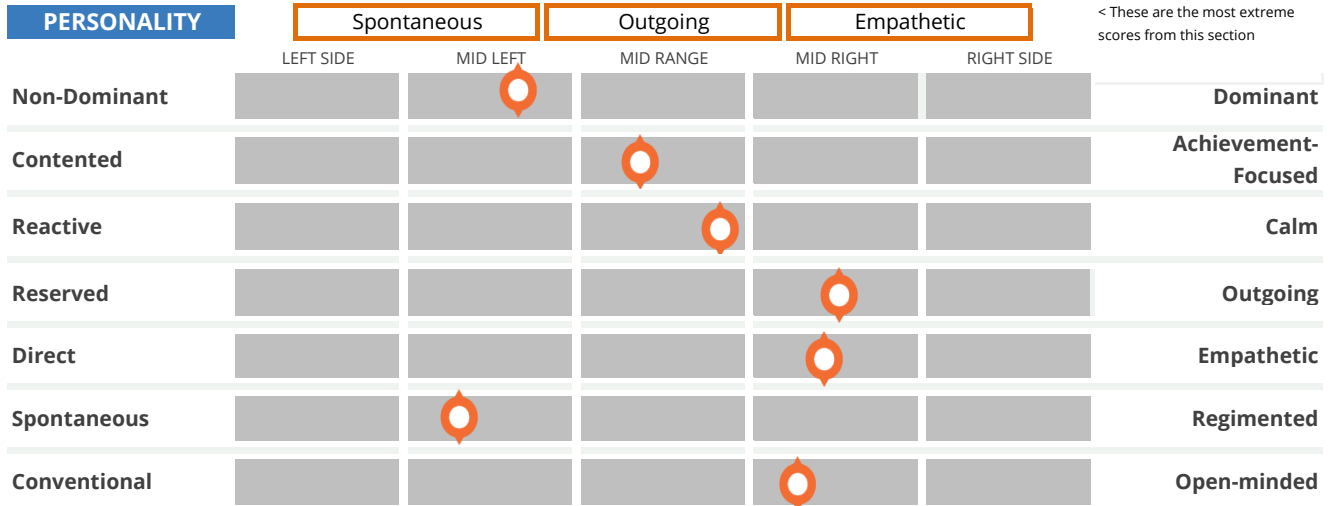
**SPORTS
PERFORMANCE
PROFILE**



PLAYER REPORT
For Insight & Self-Coaching

Kelly Sample





Marker:

The marker represents your results. The population average 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 outcomes.



Personality Profile - 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 personality. Keep in mind as you read the report that right side scores are not necessarily 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 and certain team cultures.

Your primary traits:

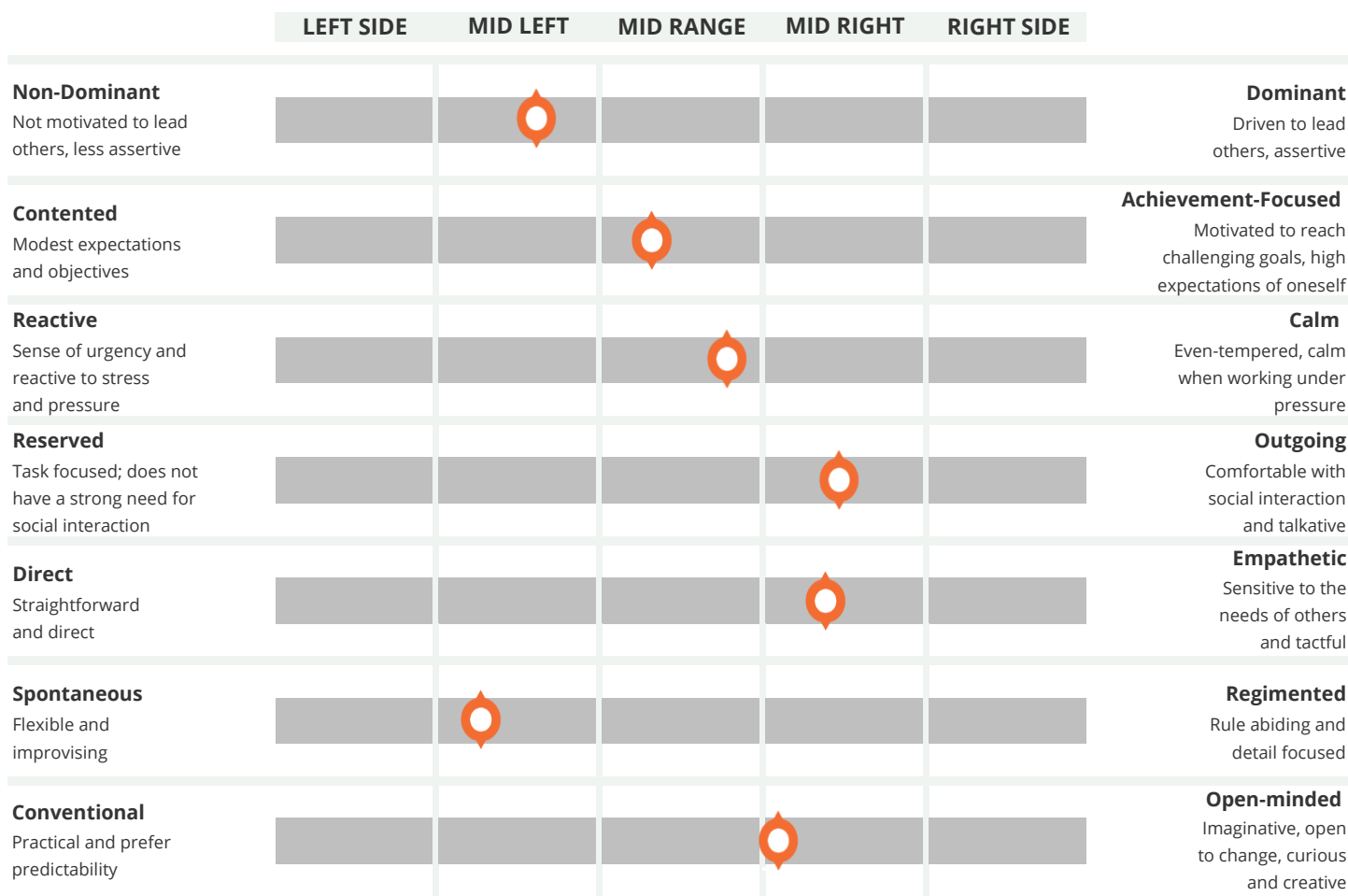
Spontaneous

Outgoing

Empathetic

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

Summary of your results:



Marker:

The marker represents your results. The population average 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 outcomes.



STRENGTHS

Positive aspects related to how you scored:

Outgoing

- You quickly build relationships with new people.
- You enjoy socializing and talking.
- Others feel you are quite open and approachable.
- You are comfortable being the center of attention if required.

Open-minded

- You are very adaptable and open to change.
- You enjoy thinking about strategy and the 'big picture.'
- You like experimenting with new things.
- You are good at finding creative solutions to problems.

Empathetic

- Others feel you are helpful and considerate.
- You avoid conflict.
- You are understanding of others and sensitive to their feelings.
- You are focused on cooperation and team efforts.

Spontaneous

- You easily grasp the 'big picture.'
- You don't let little details slow you down.
- You like to improvise and "make it up as you go along."
- Others see you as not overly concerned with rules or tradition.

POTENTIAL CHALLENGES

Self-coaching tips related to how you scored:

Spontaneous

- When doing detail-oriented work, collaborate with people who enjoy that.
- Accept others who take comfort in the rules and also need to organize things and plan ahead. They can be amazing!
- Recognize that the best results often come through a structured plan.
- Don't let yourself avoid or procrastinate tasks.

Contented

- Ask for feedback from your coach on what you do well and what you could improve.
- You would benefit from reminders for what performance level is expected of you.
- Let your coach know that you respond best to being given reachable goals.
- Accept that others may treat practices and training more seriously than you.

Non-Dominant

- Practice and get used to the feeling of directing others.
- Talk with others when you're not comfortable taking a leadership role.
- Speak your mind when it's really important, even if it feels uncomfortable.
- At times, others may seem too aggressive. Accept that they just have a stronger desire to be in charge.

Outgoing

- You probably perform better with more group involvement than independent activities.
- Understand that introverts do like people; they just get overstimulated easily and need more alone time to re-charge.
- Allow others to speak and try to focus on listening more.
- Make sure you think ideas through before sharing them.



Values Profile - Introduction

- This section is a summary of the individual's **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, monitoring your own impulses, interrupting your usual patterns of behavior, and making better choices.

Your Results:

	LOW RANGE	AVERAGE RANGE	HIGH RANGE
More likely to disregard rules and be distrustful. Places a low importance on honesty, principles and ethics.		PRINCIPLED	Respectful of rules and regulations, places a high importance on honesty, ethics and trusting others.
More likely to avoid responsibilities and commitments. Not driven to meet others' expectations and timelines.		RESPONSIBILITY	Takes responsibilities seriously, is punctual, strives to meet others' expectations and timelines.
More likely to respond negatively to suggestions for improvement and be resistant to changing behaviors.		COACHABILITY	Responds positively to suggestions for improvement. Aware of own capabilities and willing to change
More likely to have negative feelings and impulses, more likely to become upset or angry when frustrated or provoked.		POSITIVE ATTITUDE	Controls negative feelings and impulses, unlikely to become upset or angry if frustrated or provoked.
More likely to engage in aggressive behavior with others by being verbally or physically confrontational.		AGGRESSION CONTROL	Avoids engaging in aggressive behavior with others. Non-combative and non-confrontational.
More likely to be uncommunicative, secretive and suspicious, keeping others at a distance.		OPEN COMMUNICATION	Open, communicative, approachable and trusting. Initiates communication with others.
	LOW RANGE	AVERAGE RANGE	HIGH RANGE



Marker:

The marker represents your results. The population average 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 outcomes.



STRENGTHS

Positive aspects related to how you scored:

High Open Communication

- You readily communicate feelings and opinions.
- People feel you are quite approachable.
- You are comfortable initiating communication.
- You like lots of information and need transparency from others.

High Principled

- You are ethical and honorable.
- You defend rules you believe in.
- You place a high importance on trust.
- You take your own reputation seriously.

High Positive Attitude

- You are optimistic and look for the good in others.
- Others see you as a very cooperative team member.
- You display a can-do attitude.
- You are less likely than others to become frustrated.

High Coachability

- You are motivated by self-improvement.
- Others feel you happily listen to feedback and suggestions.
- You are willing to change behaviors.

POTENTIAL CHALLENGES

Self-coaching tips related to how you scored:

Low Aggression Control

- You may become annoyed easily when you're stressed, tired, or in a rush.
- Concentrate on things you can control.
- Count to 10 to cool off after becoming irritated.
- Say to yourself, "They didn't do it to me personally. They just did it, and I happened to be there."

High Coachability

- Usually a coach knows best, but not always. Don't hesitate to question things or get advice from other experts.
- Set realistic standards for yourself. Some objectives and tasks may be unreasonable.
- Ask your coach to use constructive language and focus on the desired actions, not what you're doing wrong.

Low Responsibility

- Only take on responsibilities and tasks that you can consistently reach.
- Try to be consistent in how you follow through with your commitments to others. Let others know early if you can't meet an objective.
- Model the behavior of others you see as extremely reliable.

High Principled

- Be mindful of times when rules should be changed or revised because the rules are not applicable to the situation.
- Don't blindly listen to others when they're being inappropriate or you know they're wrong.
- Know that some people place more emphasis on laws, principles, ethics, and integrity than others.

TalentClick's employee assessment solutions provide actionable business intelligence to help you build happier, safer, and more productive teams. Our unlimited-use subscriptions include ANY or ALL of the following reports, so you can test all your employees or applicants for one affordable price.

OUR CORE BUNDLE: Included in the Standard Unlimited-Use Subscription.



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

Contact Us at info@talentclick.com | 1 (877) 723-3778