

**AVP REPORT** Attitude, Values, Personality

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**EMPLOYER REPORT** For Hiring, Training & Coaching

**Kelly Sample** 





## Kelly Sample

WORKSTYLE	Non-Dom		Reserved		athetic	< These are the most extreme scores from this section
Non-Dominant		MID LEFT	MID RANGE	MID RIGHT	RIGHT SIDE	Dominant
Contented			<b>•</b>			Achievement- Focused
Reactive	(	>				Calm
Reserved	¢					Outgoing
Direct					¢	Empathetic
Spontaneous				Ó		Regimented
Conventional			<b>O</b>			Open-Minded
WORK VALUES	Low Communica	tion	High Responsibility	Avera	ige Positivity	< These are the most extreme scores from this section
Low Conformity					HIGHTWARE	High Conformity
Low Responsibility				¢		High Responsibility
Low Coachability			Ó			High Coachability
Low Positivity		Ó				High Positivity
Low Aggression Control			Ó			High Aggression Control
Low Communication	0					High Open Communication
SAFETY	Impatie LEFT SIDE	nt	Anxious MID RANGE	Accomr	nodating RIGHT SIDE	< These are the most extreme scores from this section
Resistant				¢		Accommodating
Anxious	Ó					Calm
Impatient	Ó					Patient
Distractible			¢			Focused
Impulsive			(			Cautious
Thrill-Seeking				•		Apprehensive
Marker:		Disclaime	r:	•		

Represents this person's results. The mid point of each dimension reflects the average score of all working adults.

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.

### 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:

Non-Dominant	Reserved	Empathetic	

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

### Summary of Kelly Sample results:

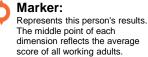
	LEFT SIDE	MID LEFT	MID RANGE	MID RIGHT	<b>RIGHT SIDE</b>	
Non-Dominant Not motivated to lead others, less assertive	¢					<b>Dominant</b> Driven to lead others, assertive
<b>Contented</b> Modest expectations and objectives		¢				Achievement-Focused Motivated to reach challenging goals, high expectations of oneself
Reactive Sense of urgency and reactive to stress and pressure		¢				<b>Calm</b> Even-tempered, calm when working under pressure
Reserved Task-focused; does not have a strong need for social interaction	¢					Outgoing Comfortable with social interaction and talkative
Direct Straightforward and direct				(	•	Empathetic Sensitive to the needs of others and tactful
<b>Spontaneous</b> Flexible and improvising				¢		Regimented Rule-abiding and detail-focused
<b>Conventional</b> Practical and prefer predictability			¢			<b>Open-Minded</b> Imaginative, open to change, curious and creative

#### Validity Category:



If the validity category is "Caution":

Interpret the results above with caution
Verify results with interview and reference questions



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### STRENGTHS

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

#### Non-Dominant

- Would be a cooperative team member
- Able to stay focused on independent work
- Comfortable taking direction from others
- Accommodating of co-workers

#### Regimented

- Prefers organization and structure
- · Process and detail-oriented
- Mindful of planning requirements
- Conscientious and dependable

#### Contented

- · Able to fulfil responsibilities
- · Able to meet others' standards and expectations
- · Able to complete tasks and reach objectives

Has modest expectations of themselves and others

#### Reserved

- · Prefers completing tasks to socializing
- Able to focus and work independently
- Has good listening skills
- Doesn't seek attention

### POTENTIAL CHALLENGES

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

#### **Non-Dominant**

- Will prefer collaborating more than leading
- May be uncomfortable delegating tasks to others if required to
- Would benefit from hearing performance feedback
- Would benefit from recognition for good performance

#### Reactive

- Should be given ambitious but reachable goals and targets
- Should be monitored to make sure that stress levels are not too high
- Would benefit from positive feedback
- Would likely be open to hearing suggestions for performance improvement

#### Reserved

- Should be encouraged to share thoughts and ideas
- May not highlight or seek attention for work well done
- May need to feel comfortable before communicating openly
- Should have independent work as a significant job component

#### Contented

- Would respond well to being recognized for good work
- Would benefit from occasional reminders for work quality standards
- Would respond best to being given reachable goals
- · Would be motivated by group collaboration



#### **Non-Dominant**

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

• Give me an example of a time when you had to resolve a difficulty or conflict with a customer, vendor or co-worker. What was the situation and how did you handle it?

• Give me an example of a situation in the past where you have demonstrated your ability to be assertive when necessary. What was the situation?

#### Reserved

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

• Tell me about a recent time when you had to initiate contact and build a relationship with a new person or group. Describe the situation and your actions in detail.

• 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?

#### Reactive

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

• 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? • Stress can often decrease our job effectiveness. Tell me about a particularly stressful situation that could have affected your performance at work if you had let it. How did you cope with the stress?

#### Contented

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

• Tell me about a time when you faced a challenge that required an exceptional amount of self-motivation to overcome. Please describe the situation and your actions in detail. • Tell me about a time when you had to motivate yourself to accomplish something difficult. What was the situation and how did you motivate yourself?

### 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:**

LOW RA	AVERAGE RANGE HIG	HRANGE
Operates by their own rules and code of conduct.	CONFORMITY	Respects rules and codes of conduct. Acts according
Acts independently from generally-accepted standards.	Q	to generally-accepted standards
Flexible with expectations	RESPONSIBILITY	Strict with expectations
and timelines. Views commitments to others as casual.	Q	and timelines. Takes commitments to others seriously
Skeptical of suggestions and	COACHABILITY	Responds positively to
feedback. Defends capabilities and resistant to behavior change.	Q	suggestions and feedback. Aware of capabilities and willing to improve behaviors
Open with negative emotions	POSITIVITY	Controls negative emotions
and attitudes. Maintains a realistic outlook.	Q	and attitudes. Maintains an optimistic outlook
Embraces confrontation		Avoids confrontation and
and adversarial situations. Guards personal boundaries.	<b>Q</b>	adversarial situations. Slow to provoke
Cautious sharing thoughts,	OPEN COMMUNICATION	Openly shares thoughts,
feelings, opinions and information. Strong sense of discretion.		feelings, opinions and information. Seeks transparency
LOW RA	ANGE AVERAGE RANGE HIG	H RANGE
Validity Category:	Represents this person's results.	claimer: annot predict the occurrence of specific incidents,
Acceptable	The middle point of each but or	nly the probability that people will engage in viors that increase the likelihood of incidents.

If the validity category is "Caution": • Interpret the results above with caution

Verify results with interview and reference questions

dimension reflects the average score of all working adults.

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:

#### Low Communication

- Can be trusted with confidentiality
- Prefers listening to speaking
- Comfortable with limited information
- · Unlikely to distract others with social conversation

#### **High Responsibility**

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

#### **Average Positivity**

- Controls negative feelings in typical situations
- Typically maintains an optimistic outlook
- Notices potential downsides of plans or ideas
- · Generally seen as a cooperative team member

#### **Average Conformity**

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

### POTENTIAL CHALLENGES

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

#### Low Communication

- May hesitate to share information with others
- May keep others at a distance and appear 'closed off' or secretive

• Should be encouraged to make an effort to communicate more than they may feel necessary

#### 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 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



#### **Low Communication**

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

• Give me an example of a work situation when you shared your thoughts even though it would have been easier to keep your opinions to yourself. What was the situation, and how did you handle it?

• 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 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.

### **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<sup>™</sup> Score:

### Kelly Sample's primary traits:

44 · Lower scores tend to be riskier · Higher scores tend to be safer Impatient Anxious Accommodating	• Scores range from 0 to 100 • Lower scores tend to be riskier • Higher scores tend to be safer	Impatient	Anxious	Accommodating
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These are the most extreme scores from the personality profile below.

### Kelly Sample's Safety Personality Profile:

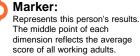
	LEFT SIDE	MID RANGE	RIGHT SIDE	
Resistant Questions existing rules and processes, may be resistant to feedback.	DECIONALIZ	¢		Accommodating Follows rules and processes without guestioning.
	RESISTANT		ACCOMMODATING	Willout quoolioning.
Anxious Quickly feels stress in unexpected	¢			<b>Calm</b> Even-tempered, stress tolerant,
or unfamiliar situations.	ANXIOUS		CALM	calm under pressure.
Impatient Becomes annoyed or irritated when	¢			Patient Not easily frustrated or
under stress.	IMPATIENT		PATIENT	annoyed by others.
<b>Distractible</b> Seeks stimulation and variety. May		0		Focused Less likely to seek stimulation & variety.
become distracted.	DISTRACTIBLE	•	FOCUSED	Able to ignore distractions.
Impulsive Decides quickly, may underestimate		¢		Cautious Tends to carefully evaluate situations
consequences of actions.	IMPULSIVE		CAUTIOUS	before deciding.
Thrill-Seeking Seeks excitement and adventure, comfortable		Ó		Apprehensive Tends to avoid or be uncomfortable with
with uncertainty and risk.	THRILL-SEEKING		APPREHENSIVE	risk and uncertainty.
	LEFT SIDE	MID RANGE	RIGHT SIDE	

#### Validity Category:

#### Acceptable

If the validity category is "Caution":

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### STRENGTHS

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

#### 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

#### Anxious

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

#### Cautious

- Able to take quick action in unusual situations
- Will consider possible negative consequences of actions
- Not likely to make quick decisions

#### Distractible

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

### 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



#### 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?

# Solutions



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

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Safety Quotient<sup>™</sup> (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<sup>™</sup> (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.

