Leadership Profile +

EMPLOYER REPORT
For Hiring, Training & Coaching

Kelly Sample

kelly@email.com
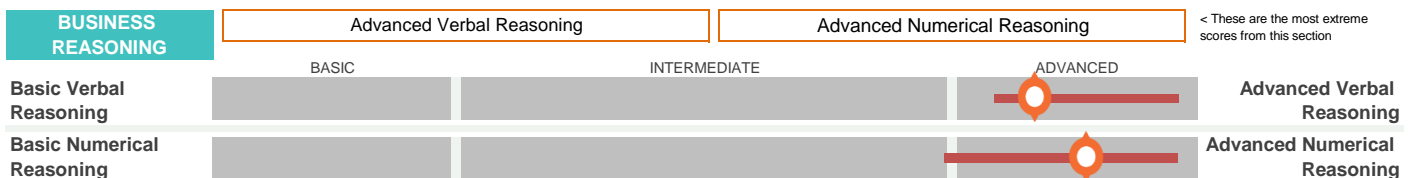
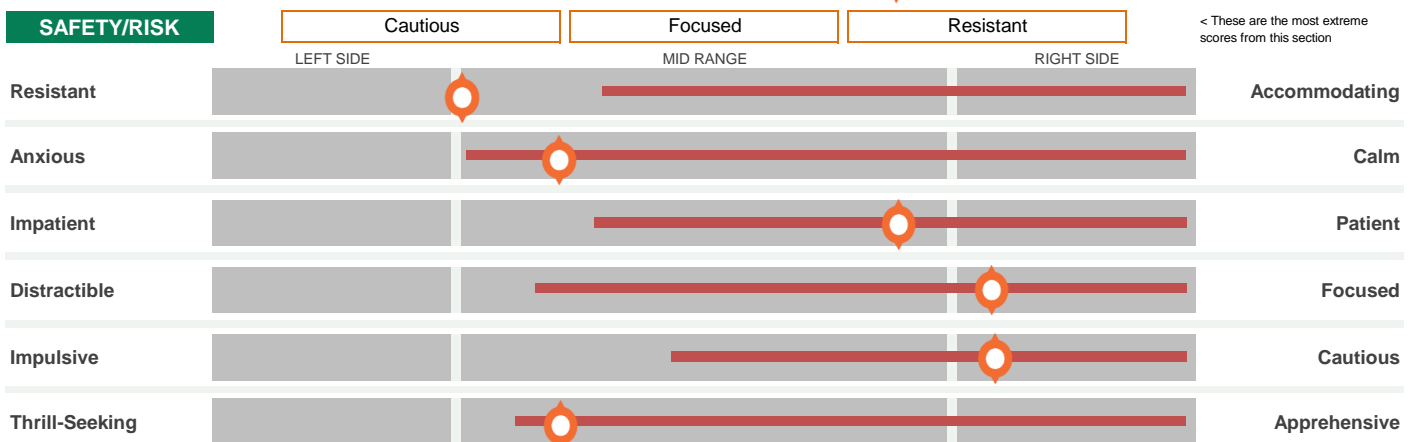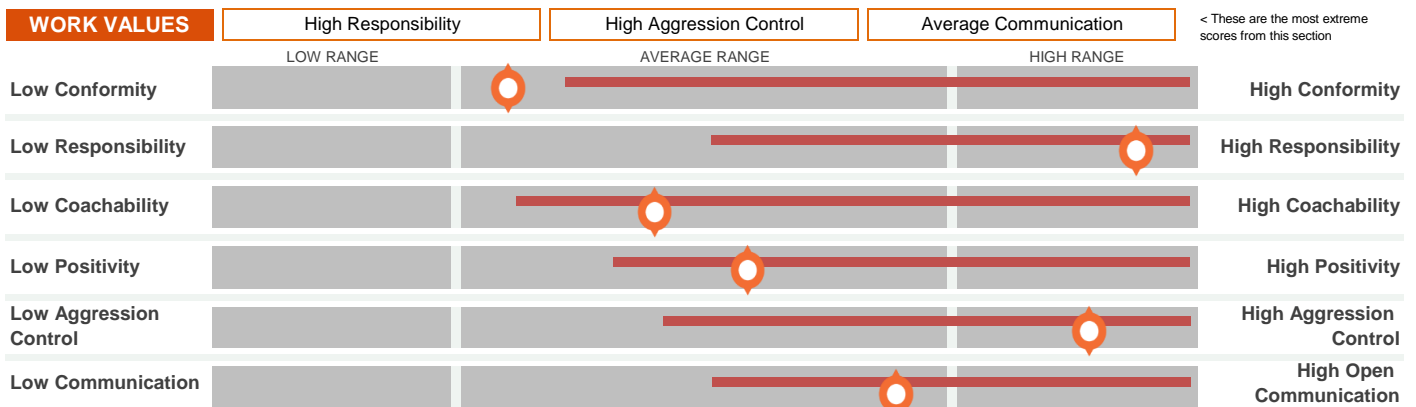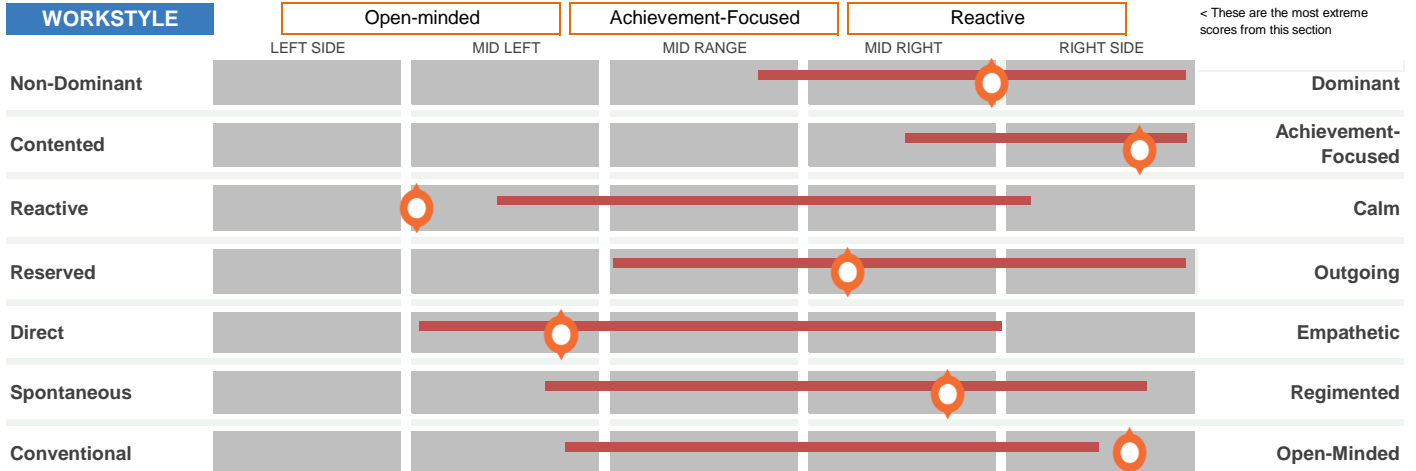Benchmark: Leadership

LP+

Kelly Sample

kelly@email.com

96

- Good fit
- Possible fit
- Low fit

Validity Category: Acceptable

WORKSTYLE

Open-minded	Achievement-Focused	Reactive

< These are the most extreme scores from this section

Left pole	LEFT SIDE	MID LEFT	MID RANGE	MID RIGHT	RIGHT SIDE	Right pole
Non-Dominant				●		Dominant
Contented					●	Achievement-Focused
Reactive	●					Calm
Reserved				●		Outgoing
Direct		●				Empathetic
Spontaneous				●		Regimented
Conventional					●	Open-Minded

WORK VALUES

High Responsibility	High Aggression Control	Average Communication

< These are the most extreme scores from this section

Left pole	LOW RANGE	AVERAGE RANGE	HIGH RANGE	Right pole
Low Conformity	●			High Conformity
Low Responsibility			●	High Responsibility
Low Coachability		●		High Coachability
Low Positivity		●		High Positivity
Low Aggression Control			●	High Aggression Control
Low Communication		●		High Open Communication

SAFETY/RISK

Cautious	Focused	Resistant

< These are the most extreme scores from this section

Left pole	LEFT SIDE	MID RANGE	RIGHT SIDE	Right pole
Resistant	●			Accommodating
Anxious	●			Calm
Impatient		●		Patient
Distractible		●		Focused
Impulsive		●		Cautious
Thrill-Seeking	●			Apprehensive

BUSINESS REASONING

Advanced Verbal Reasoning	Advanced Numerical Reasoning

< These are the most extreme scores from this section

Left pole	BASIC	INTERMEDIATE	ADVANCED	Right pole
Basic Verbal Reasoning			●	Advanced Verbal Reasoning
Basic Numerical Reasoning			●	Advanced Numerical Reasoning

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.

Resistant   **Accommodating**

Area 1: Kelly Sample scored OUTSIDE THE BENCHMARK on Resistant vs. Accommodating

Positive aspects related to this score:

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

Management Considerations and Coaching Tips:

• 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

Reactive   **Calm**

Area 2: Kelly Sample scored OUTSIDE THE BENCHMARK on Reactive vs. Calm

Positive aspects related to this score:

• Shows a sense of urgency
• Self-aware
• Reactive to stress and pressure
• Takes tasks seriously

Management Considerations and Coaching Tips:

• 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

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Conventional   **Open-minded**

Area 3: Kelly Sample scored OUTSIDE THE BENCHMARK on Conventional vs. Open-minded

Positive aspects related to this score:

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

Management Considerations and Coaching Tips:

• 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

Low Conformity   **High Conformity**

Area 4: Kelly Sample scored OUTSIDE THE BENCHMARK on Conformity

Positive aspects related to this score:

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

Management Considerations and Coaching Tips:

• May ignore or bend the rules if they see it as a way to get something urgent done
• May not always recognize when rules do not apply to a situation
• May need occasional reminders to recognize what is best for the overall team

Resistant ⬤ **Accommodating**

Area 1: Kelly Sample scored OUTSIDE THE BENCHMARK on Resistant vs. Accommodating

Ask one or more of the following questions:

• 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?

Reactive ⬤ **Calm**

Area 2: Kelly Sample scored OUTSIDE THE BENCHMARK on Reactive vs. Calm

Ask one or more of the following questions:

• 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?

Conventional ⬤ **Open-minded**

Area 3: Kelly Sample scored OUTSIDE THE BENCHMARK on Conventional vs. Open-minded

Ask one or more of the following questions:

• 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?

Low Conformity ⬤ **High Conformity**

Area 4: Kelly Sample scored OUTSIDE THE BENCHMARK on Conformity

Ask one or more of the following questions:

• Sometimes we need to 'bend the rules' in order to get things done. Give me an example of a time when you needed to do this.

• 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?

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:

Open-minded	Achievement-Focused	Reactive

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

Summary of Kelly Sample's results:

	LEFT SIDE	MID LEFT	MID RANGE	MID RIGHT	RIGHT SIDE	
Non-Dominant Not motivated to lead others, less assertive				●		**Dominant** Driven to lead others, assertive
Contented 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	●					**Calm** 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
Spontaneous Flexible and improvising				●		**Regimented** Rule abiding and detail focused
Conventional Practical and prefer predictability				●		**Open-Minded** Imaginative, open to change, curious and creative

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.
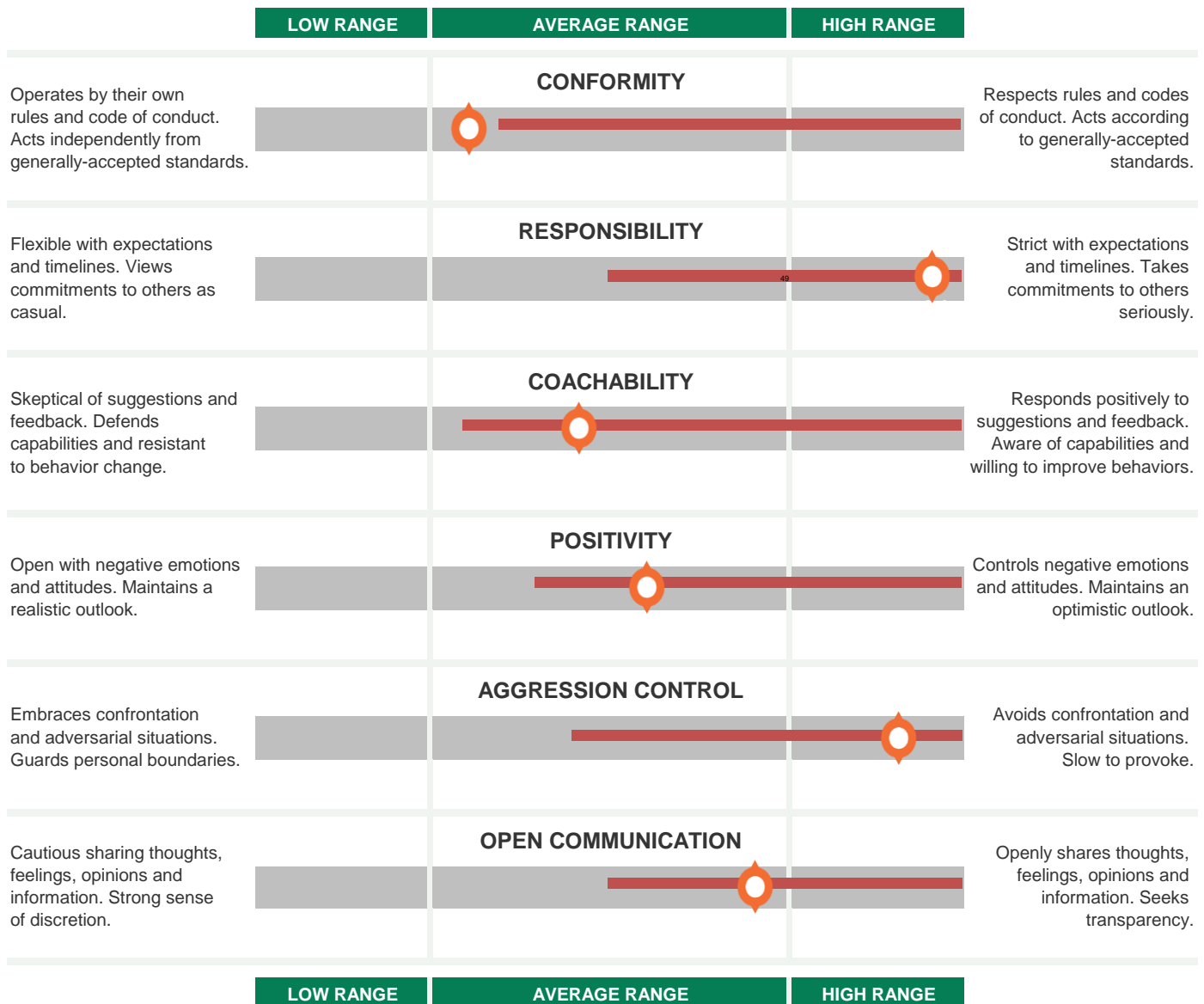
Disclaimer: We cannot predict the occurrence of specific incidents, but only the probability that people will engage in behaviors that increase the likelihood of incidents. These assessment results should always be considered in the context of all available information about a person; do not use this as the sole factor for making employment-related decisions.

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.

Summary of Kelly Sample's results:

LOW RANGE	AVERAGE RANGE	HIGH RANGE

CONFORMITY

Operates by their own rules and code of conduct. Acts independently from generally-accepted standards. | Respects rules and codes of conduct. Acts according to generally-accepted standards.

RESPONSIBILITY

Flexible with expectations and timelines. Views commitments to others as casual. | Strict with expectations and timelines. Takes commitments to others seriously.

COACHABILITY

Skeptical of suggestions and feedback. Defends capabilities and resistant to behavior change. | Responds positively to suggestions and feedback. Aware of capabilities and willing to improve behaviors.

POSITIVITY

Open with negative emotions and attitudes. Maintains a realistic outlook. | Controls negative emotions and attitudes. Maintains an optimistic outlook.

AGGRESSION CONTROL

Embraces confrontation and adversarial situations. Guards personal boundaries. | Avoids confrontation and adversarial situations. Slow to provoke.

OPEN COMMUNICATION

Cautious sharing thoughts, feelings, opinions and information. Strong sense of discretion. | Openly shares thoughts, feelings, opinions and information. Seeks transparency.

LOW RANGE	AVERAGE RANGE	HIGH RANGE

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.
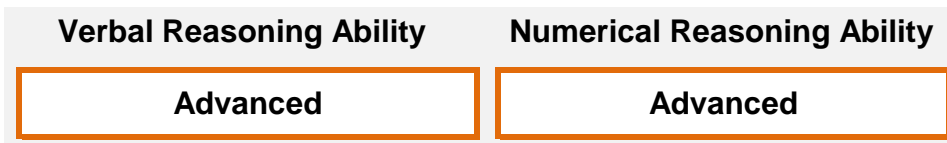
Disclaimer:
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Safety Personality Defined

• 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:

54
• Scores range from 0 to 100
• Lower scores tend to be riskier
• Higher scores tend to be safer

Cautious	Focused	Resistant

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

Summary of Kelly Sample's results:

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

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.

Business Reasoning Defined

This is a summary of Business Reasoning abilities calculated from the assessment you completed. When reviewing results:
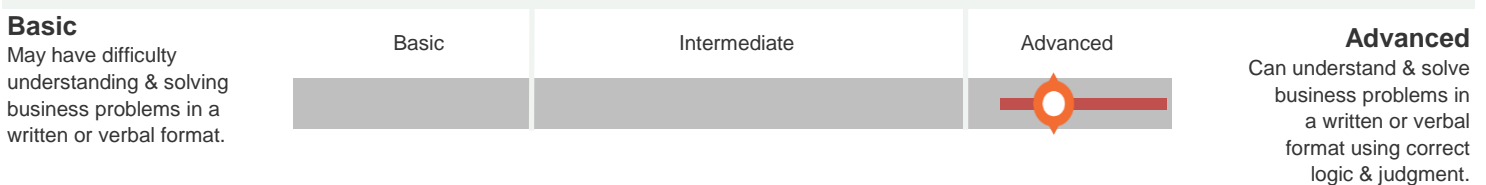
1) Consider the participant's position

2) Consider the level of business reasoning complexity required for success

Summary of Kelly Sample's results:

Verbal Reasoning Ability	Numerical Reasoning Ability
Advanced	**Advanced**

Detailed Results

VERBAL REASONING ABILITY

Basic
May have difficulty understanding & solving business problems in a written or verbal format.

Basic	Intermediate	Advanced

Advanced
Can understand & solve business problems in a written or verbal format using correct logic & judgment.

Kelly Sample has a Highly Advanced understanding of verbal reasoning with a percentile rank of 85.

Positive aspects related to this score:

• Able to independently process complex written information
• Compiles and categorizes written information correctly
• Uses logic and reasoning to analyze written information
• Solves problems by independently by correctly evaluating written material

Management Considerations and Coaching Tips:

• Would not need assistance solving day-to-day scenarios requiring logic and reasoning
• Would be able to make correct judgments from written information
• Would be a good contributor to solving team challenges

NUMERICAL REASONING ABILITY

Basic
May have difficulty understanding and solving business problems requiring calculations.

Basic	Intermediate	Advanced

Advanced
Can understand & solve business problems in a numerical format by making the appropriate calculations & judgments.
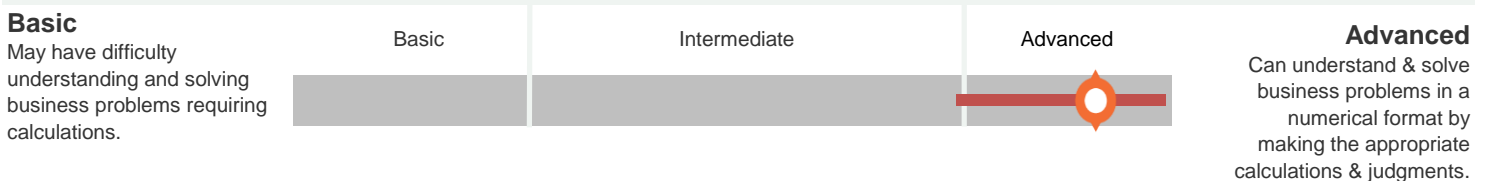
Kelly Sample has a Highly Advanced understanding of numerical reasoning with a percentile rank of 90.

Positive aspects related to this score:

• Can compile and categorize numerical information correctly
• Able to logically process numerical data
• Can analyze numerical data to inform judgements
• Able to make calculations and reach sound decisions independently

Management Considerations and Coaching Tips:

• Would not require assistance with problems requiring numerical calculations
• Would be able to make correct decisions and judgments based on numerical calculations
• Would be strong at analyzing numerical data

Conflict Management Styles Defined

Collaborating - Works to find a 'win-win' solution where both parties reach their objectives.

Obliging - Resolves conflict by 'giving in' and letting the other party have its way.

Dominating - Resolves conflict by directing the other party to accept his/her position.

Avoiding - Chooses to avoid conflict rather than face it directly.

Compromising - Resolves conflict by 'meeting in the middle' where both parties lower their demands.

Scores Explained

The marker ⬡ represents this participant's results compared to a research sample of managers

Scores range between 1-10 with the average range between 3.5-7.5 and a midpoint of 5.5.

With Supervisors

| Avoiding | Dominating |

With supervisors or people she reports to, her primary or preferred conflict management style is 'Avoiding'.

This means that Kelly Sample would most likely try to avoid conflict or delay dealing with it whenever possible.

Her second most preferred conflict management style with her supervisors is 'Dominating'.

This indicates that Kelly Sample would also be able to be firm and assertive when resolving conflicts or disagreements.

With Direct Reports

| Avoiding | Obliging |
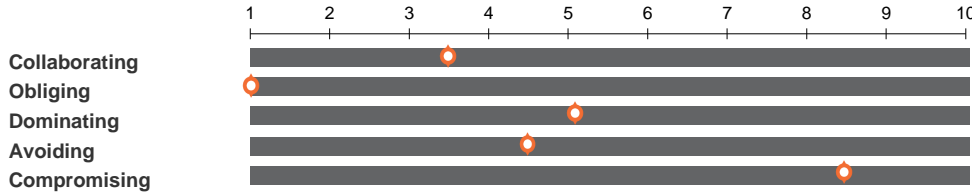
With direct reports, her primary or preferred conflict management style is 'Avoiding'.

Based on this, Kelly Sample would most likely try to avoid conflict or delay dealing with conflict with direct reports, when possible.

Her second most preferred conflict management style with her direct reports is 'Obliging'.

This indicates that Kelly Sample would also be willing to let the other party get what they want to resolve a conflict, issue or disagreement.

## With Peers

| Dominating | Avoiding |
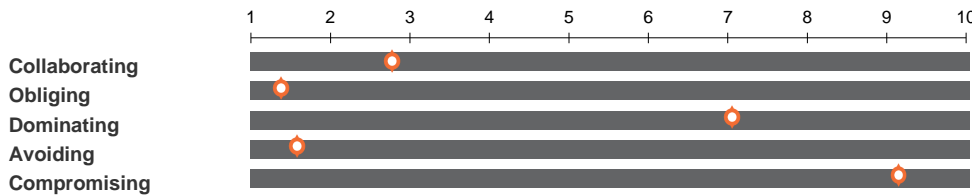
With her peers, her primary or preferred conflict management style is 'Dominating'.

This shows that Kelly Sample would most likely be firm and directive when trying to resolve conflicts or disagreements.

Her second most preferred conflict management style with her peers is 'Avoiding'.

This indicates that Kelly Sample would also try to avoid conflict or delay dealing with conflict with peers when possible.
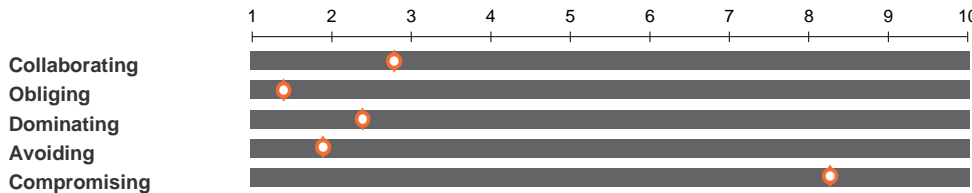
Solutions

TalentClick
Predict Strengths AND Risks.

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.

AVP

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

WPP

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

WVA

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

SQ

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

DSQ

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.

CQ

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

EP

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

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

LP

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° 360 Degree Leadership Review

SC Safety Culture Survey

eLearning Online Training Courses

SPP Sports Performance Profile

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