

LP+

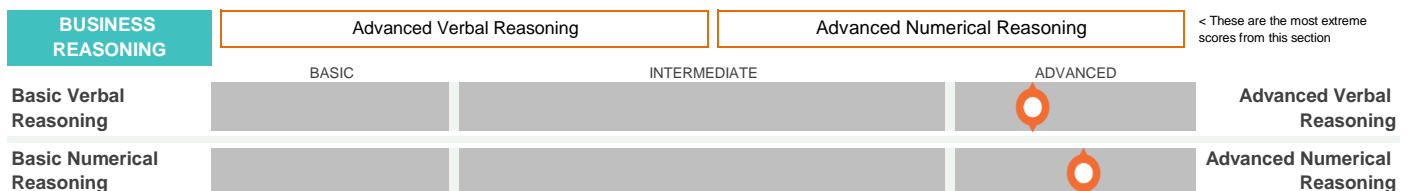
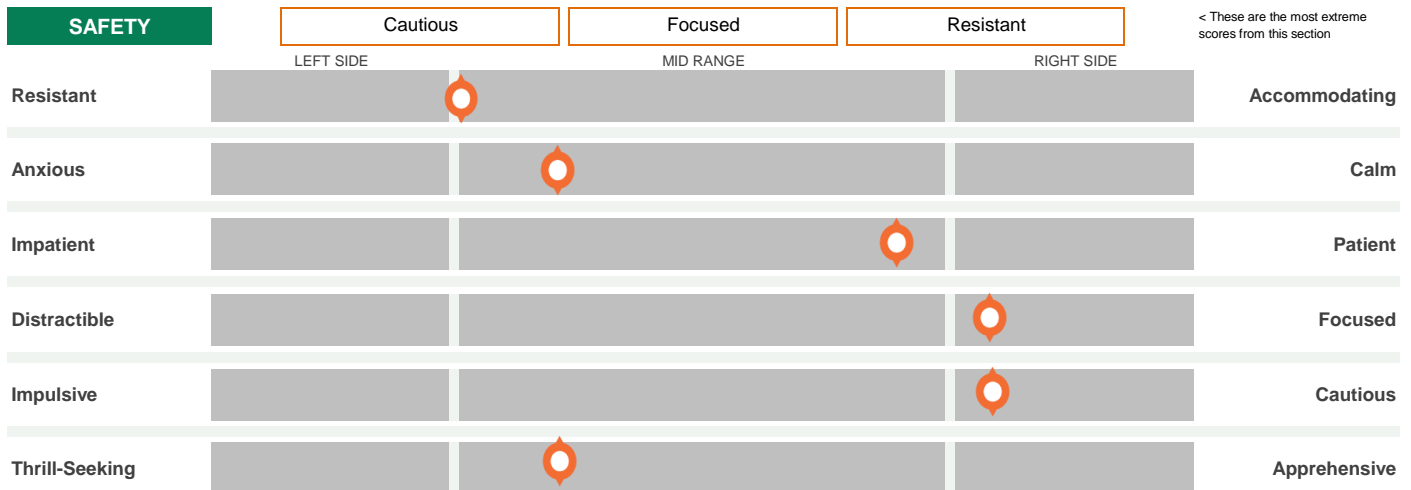
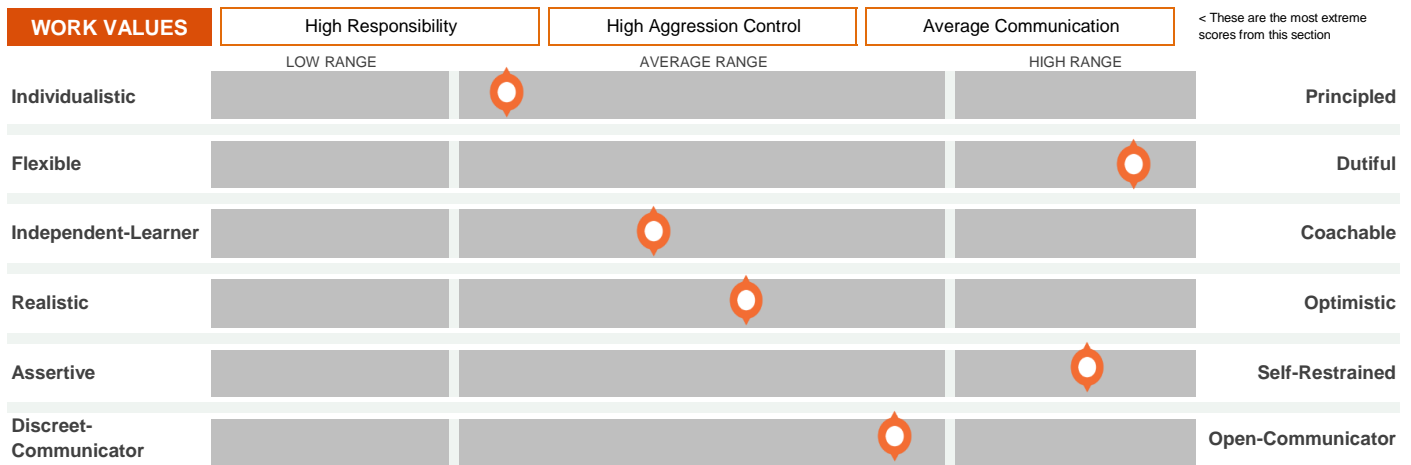
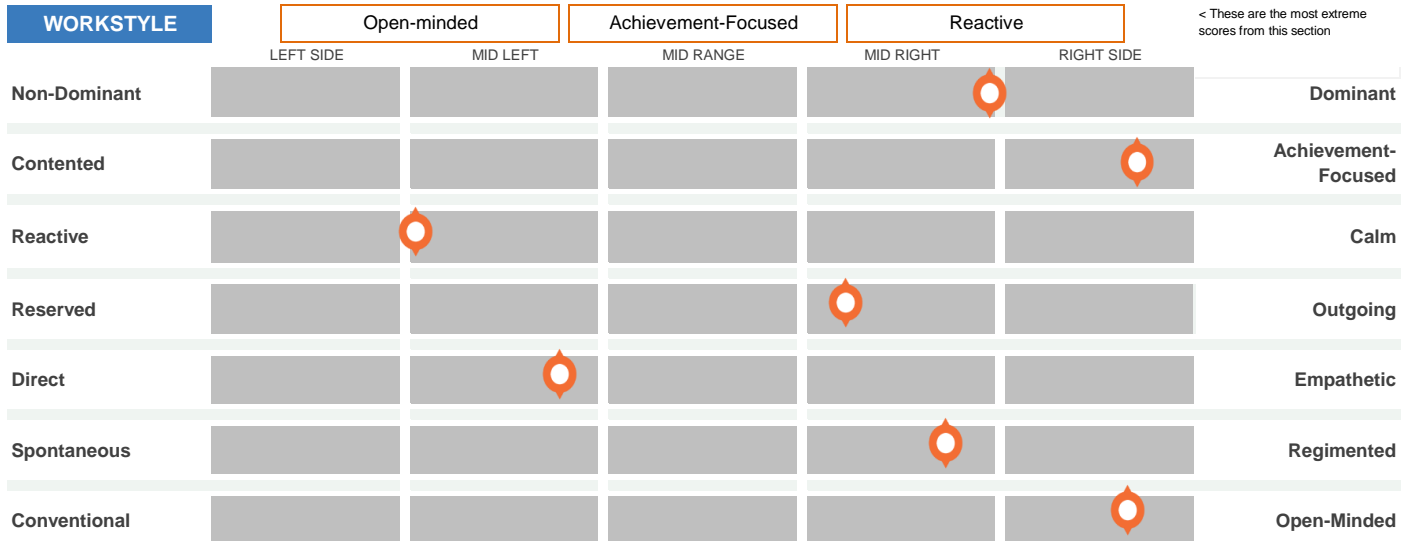
**Leadership
Profile +**



PARTICIPANT REPORT
For Self-Coaching

Kelly Sample

LP+



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.

STRENGTHS

A) Leadership strengths related to how you scored:

- **Open minded and innovative**
 - You're open to change and new ideas
 - You're good at finding creative solutions to problems
 - You're a strategic thinker
 - You're willing to take risks
- **Strong numerical reasoning skills**
 - You would not require assistance with problems requiring numerical calculations
 - You would be able to make correct decisions and judgments based on numerical calculations
 - You would be strong at analyzing numerical data
- **Focused on achieving challenging goals**
 - You're self-motivated to reach difficult goals
 - You have high standards and expectations of yourself and others
 - You're focused on completing tasks and reaching your objectives
 - You enjoy difficult challenges
- **Strong sense of urgency**
 - You show a sense of urgency
 - You're self-aware
 - You're quick to react to stress and pressure
 - You take tasks seriously

POTENTIAL CHALLENGES

B) Potential leadership challenges related to how you scored:

- **Stress Tolerance**
 - Your team may feel your stress and be affected negatively
 - You may have challenges managing your stress levels in front of your team
 - You may be too critical of yourself and your team
 - You may become frustrated by goals you think are unreachable
- **Directness**
 - You may focus on data or facts more than people issues
 - You may appear forthright to employees who are sensitive
 - You may have to learn to tactfully provide frank opinions
 - You may need to improve how you resolve interpersonal conflict
- **Preference for Change**
 - You may need variety and change in order to remain engaged
 - You seek to be included in team brainstorming or strategizing
 - You may over-analyze situations or problems
 - Your desire for change and prevents you from recognizing potential risks
- **Dominant**
 - You may resist delegating tasks or letting others take charge at times
 - You would prefer not to be managed or monitored closely
 - As a leader, you will likely prefer to have a high degree of autonomy
 - You may become frustrated if you aren't able to take charge in certain situations

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.

Your primary traits:

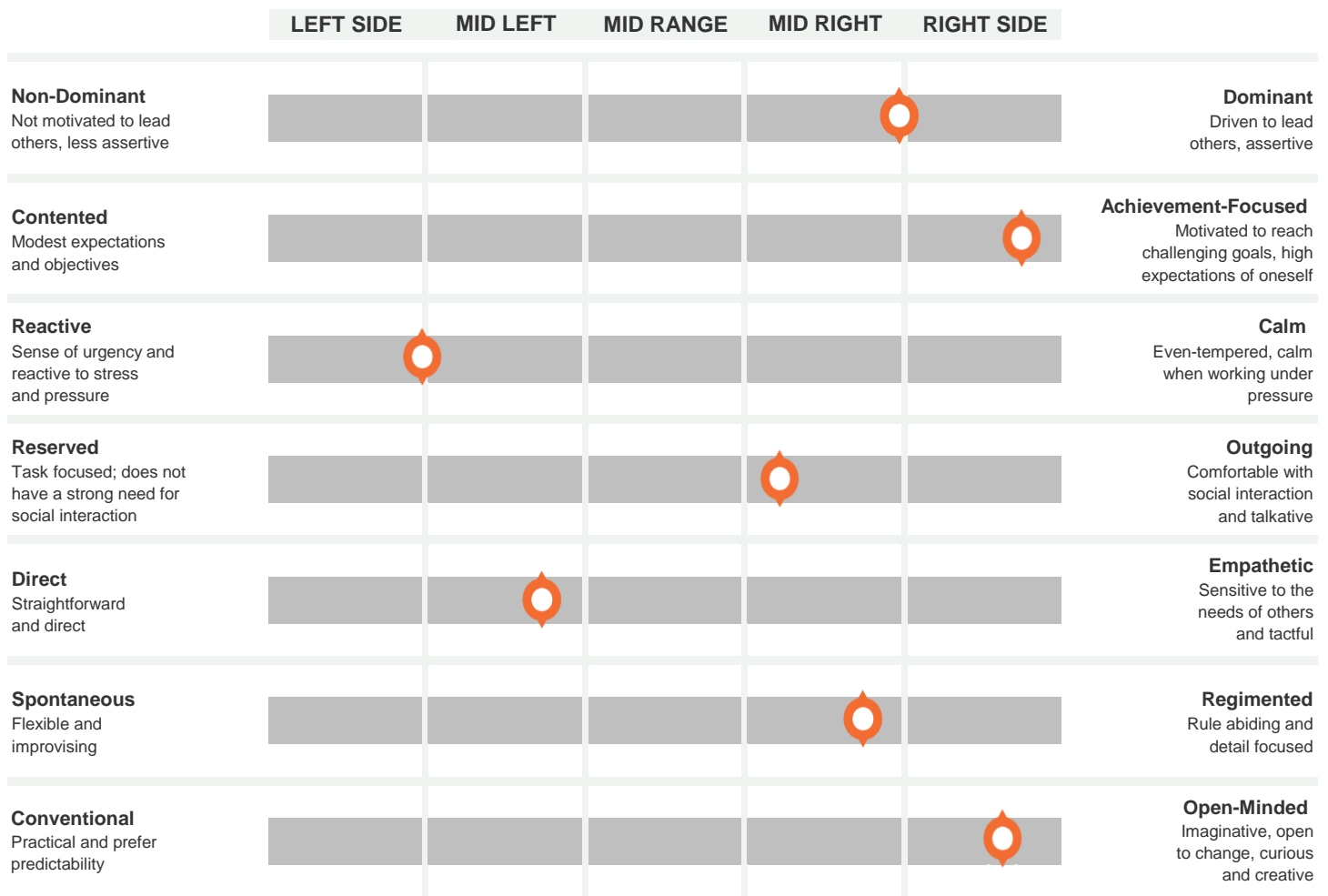
Open-minded

Achievement-Focused

Reactive

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

Summary of your results:



Marker:

Represents your results. The mid point of each dimension reflects the average score of all working adults.

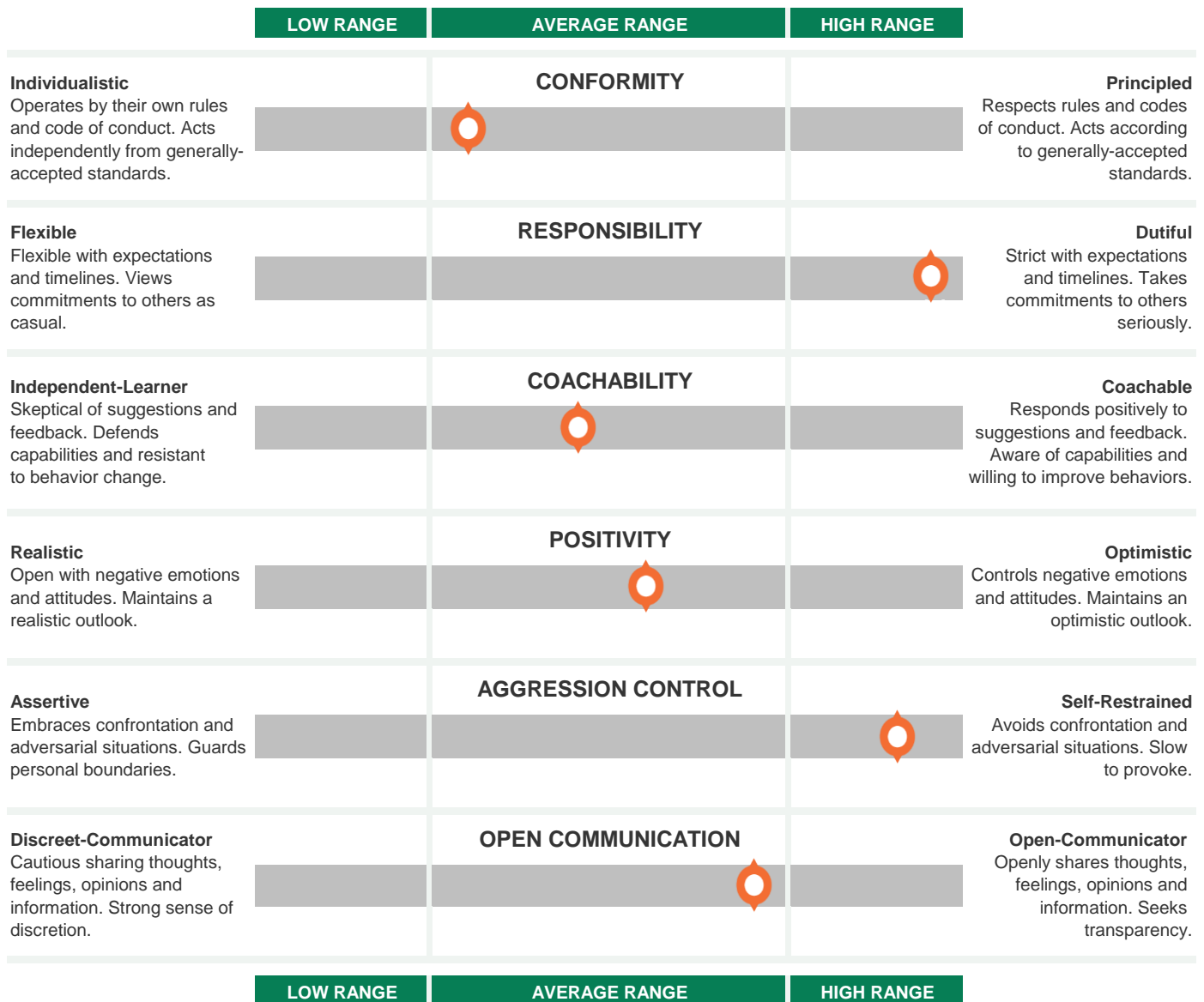
Disclaimer:

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 your 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 your results:



Marker:
Represents your 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.

Safety Personality Defined

- This section is a summary of your **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:

Your primary traits:

54

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

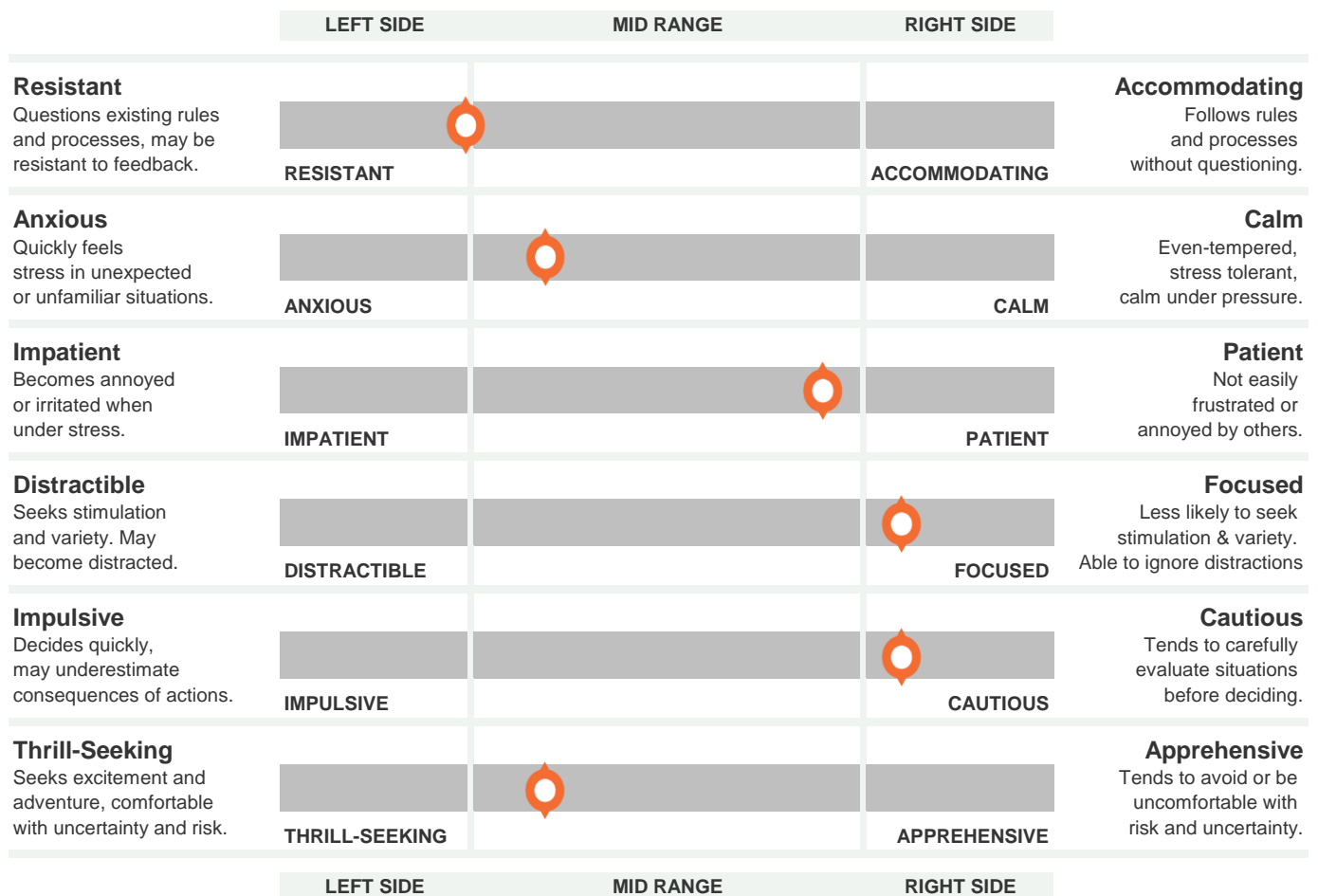
Cautious

Focused

Resistant

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

Summary of your results:



Marker:

Represents your results. The mid point of each dimension reflects the average score of all working adults.

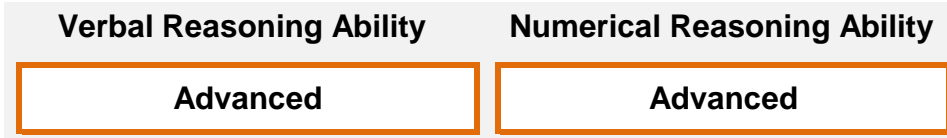
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Business Reasoning Defined

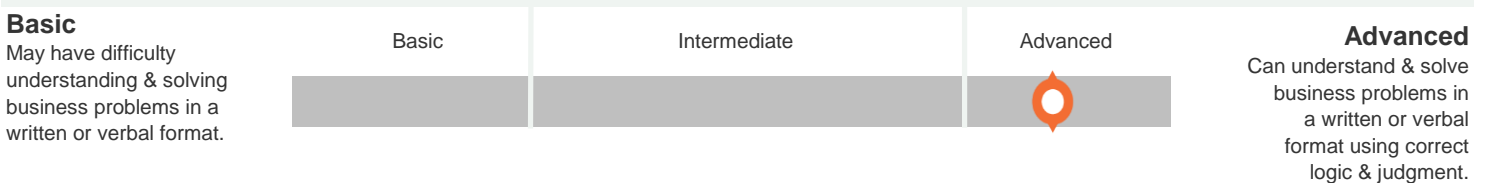
This is a summary of Business Reasoning abilities calculated from the assessment you completed.

Summary of your results:



Detailed Results

VERBAL REASONING ABILITY

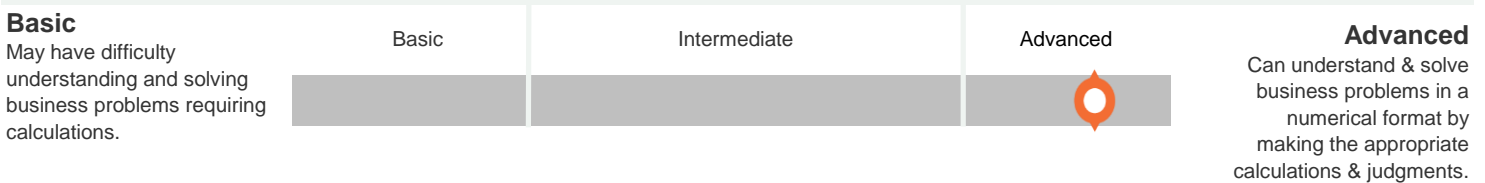


You have a Highly Advanced understanding of verbal reasoning with a percentile rank of 85.

Job Performance Considerations:

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

NUMERICAL REASONING ABILITY



You have a Highly Advanced understanding of numerical reasoning with a percentile rank of 90.

Job Performance Considerations:

- You would not require assistance with problems requiring numerical calculations
- You would be able to make correct decisions and judgments based on numerical calculations
- You 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 your 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

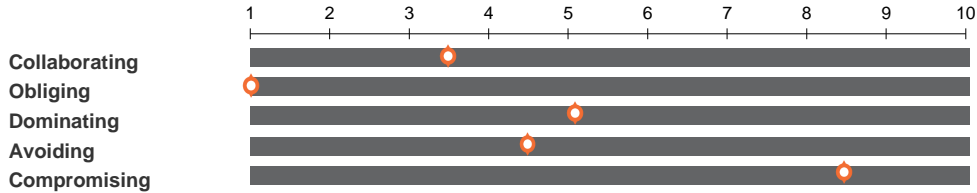


With supervisors or people you report to, your primary or preferred conflict management style is 'Avoiding'.

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

Your second most preferred conflict management style with your supervisors is 'Dominating'.

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



With Direct Reports

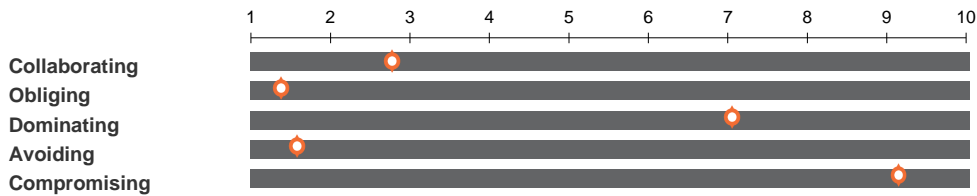


With your direct reports, your primary or preferred conflict management style is 'Avoiding'.

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

Your second most preferred conflict management style with your direct reports is 'Obliging'.

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



With Peers

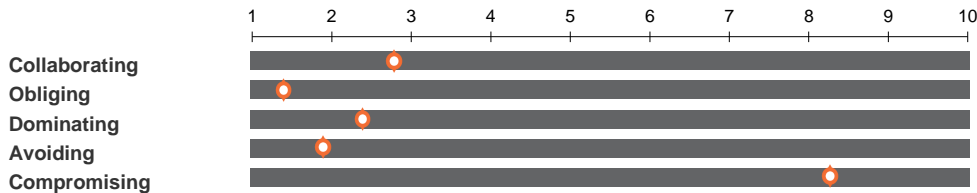


With your peers, your primary or preferred conflict management style is 'Dominating'.

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

Your second most preferred conflict management style with your peers is 'Avoiding'.

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



DISCLAIMER: These results should always be considered in the context of all available information about a person and should not be used as the sole factor for making employment-related decisions.

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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

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