AVP REPORT

Attitude, Values, Personality

EMPLOYER REPORT
For Hiring, Training & Coaching

Kelly Sample

Benchmark: Health Care - Personal Attendant

SQ DSQ WPP WVA

Kelly Sample

83

Validity Category:

Acceptable

Health Care-Personal Attendant

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

SAFETY

	Patient	Accommodating	Apprehensive
	LEFT SIDE	MID RANGE	RIGHT SIDE

< These are the most extreme scores from this section

Left	Position	Right
Resistant	(mid-right)	**Accommodating**
Anxious	(mid range)	**Calm**
Impatient	(right side)	**Patient**
Distractible	(mid range)	**Focused**
Impulsive	(mid range)	**Cautious**
Thrill-Seeking	(mid range)	**Apprehensive**
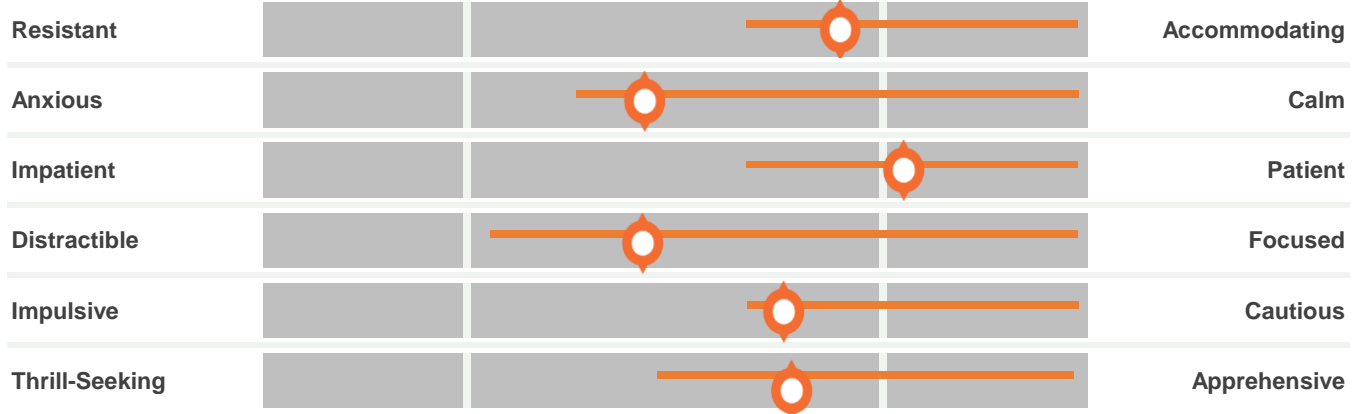
WORKSTYLE

	Dominant	Empathetic	Reactive
	LEFT SIDE	MID LEFT	MID RANGE	MID RIGHT	RIGHT SIDE

< These are the most extreme scores from this section

Left	Position	Right
Non-Dominant	(right side)	**Dominant**
Contented	(mid range)	**Achievement-Focused**
Reactive	(mid left)	**Calm**
Reserved	(mid range)	**Outgoing**
Direct	(mid right)	**Empathetic**
Spontaneous	(mid right)	**Regimented**
Conventional	(mid range)	**Open-Minded**
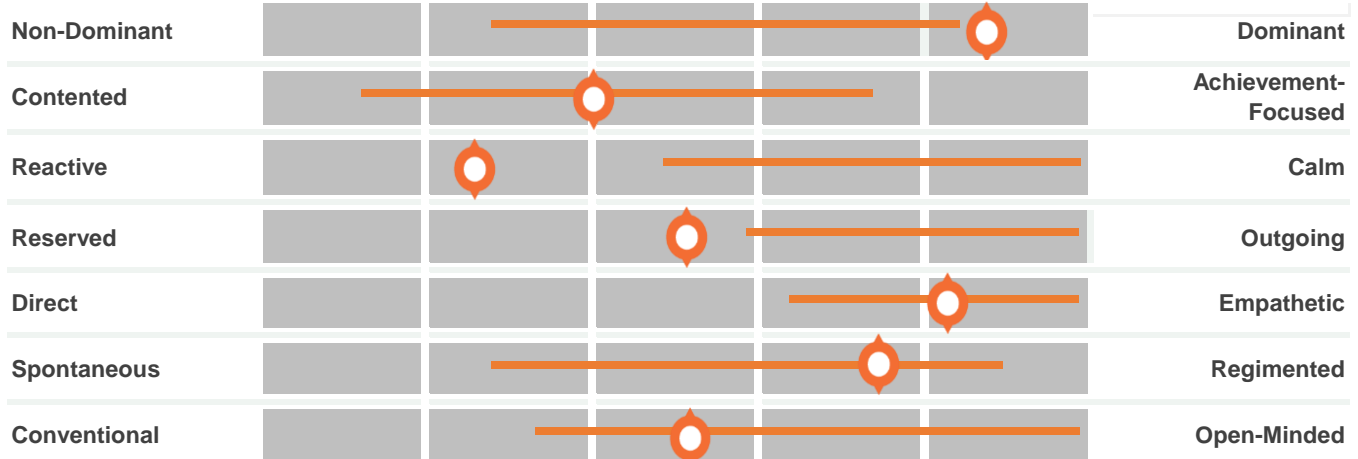
WORK VALUES

	High Open Communication	High Responsibility	Average Positivity
	LOW RANGE	AVERAGE RANGE	HIGH RANGE

< These are the most extreme scores from this section

Left	Position	Right
Low Conformity	(average range)	**High Conformity**
Low Responsibility	(high range)	**High Responsibility**
Low Coachability	(average range)	**High Coachability**
Low Positivity	(low range)	**High Positivity**
Low Aggression Control	(average range)	**High Aggression Control**
Low Communication	(high range)	**High Open Communication**
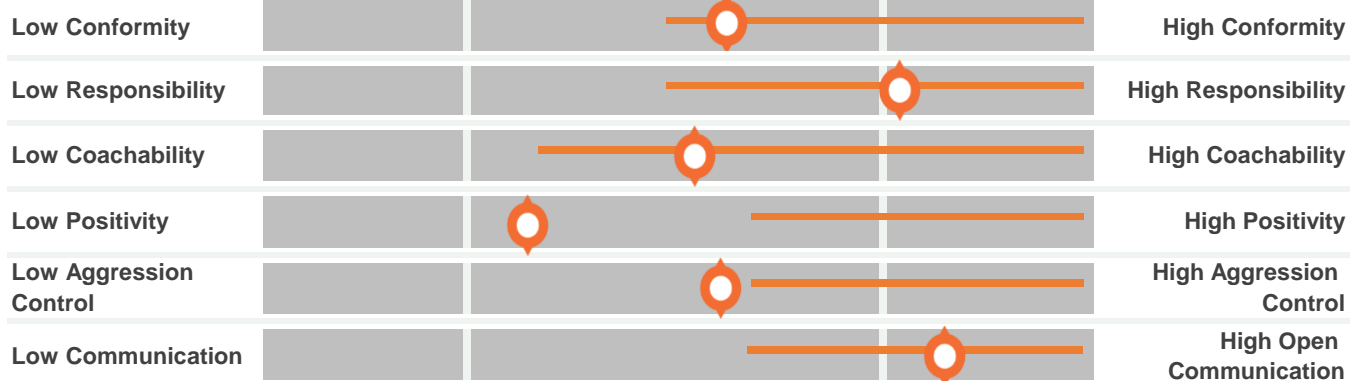
Disclaimer: Results should always be considered in the context of all available information about a person; do not use this as the sole factor for making employment-related decisions.

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:

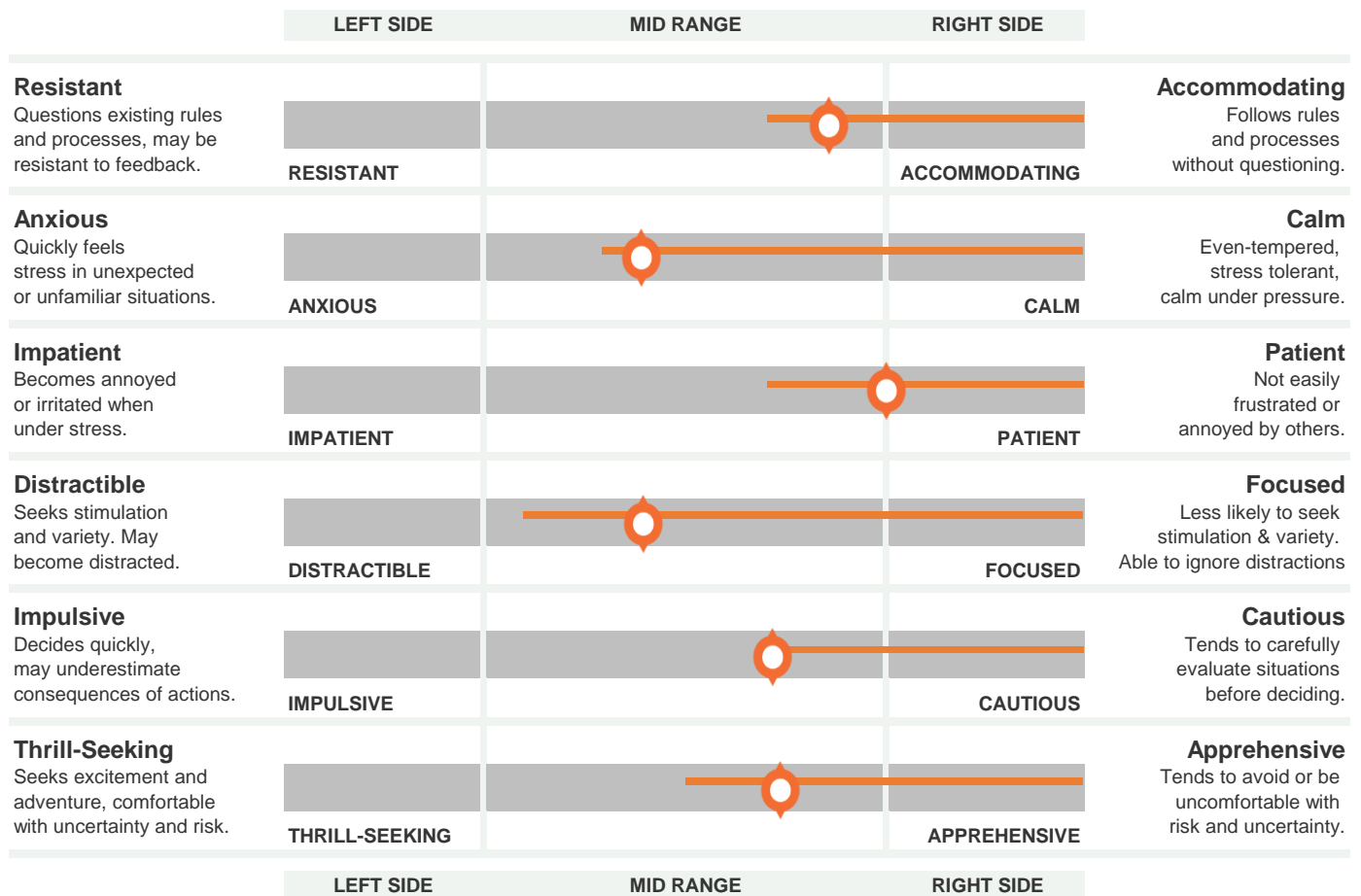| **59**	• Scores range from 0 to 100 • Lower scores tend to be riskier • Higher scores tend to be safer	**Patient**	**Accommodating**	**Apprehensive**

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. 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.

STRENGTHS

Positive aspects related to how Kelly Sample scored:

Patient

• Would respond well to positive feedback
• Will likely be even-tempered under typical job stress
• Will generally be a supportive team member

Accommodating

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

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

Cautious

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

POTENTIAL CHALLENGES

Management considerations related to how Kelly Sample scored:

Patient

• When under extreme stress, may become annoyed by others
• Should be encouraged to speak up if something is bothering him/her
• Would not usually take others' behavior personally

Anxious

• Would benefit from feedback and coaching
• Should be encouraged to build confidence through skill development
• May need to be reminded to see mistakes as developmental opportunities

Distractible

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

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

Patient

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

• Give me an example of a work situation where you let someone know that their behavior was unacceptable. 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 complete high pressure or stressful tasks at work. What was the situation and what did you do?

• Give me an example of a time when you had to decide what to do extremely quickly in order to avoid an accident. Describe the situation in detail.

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?

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.
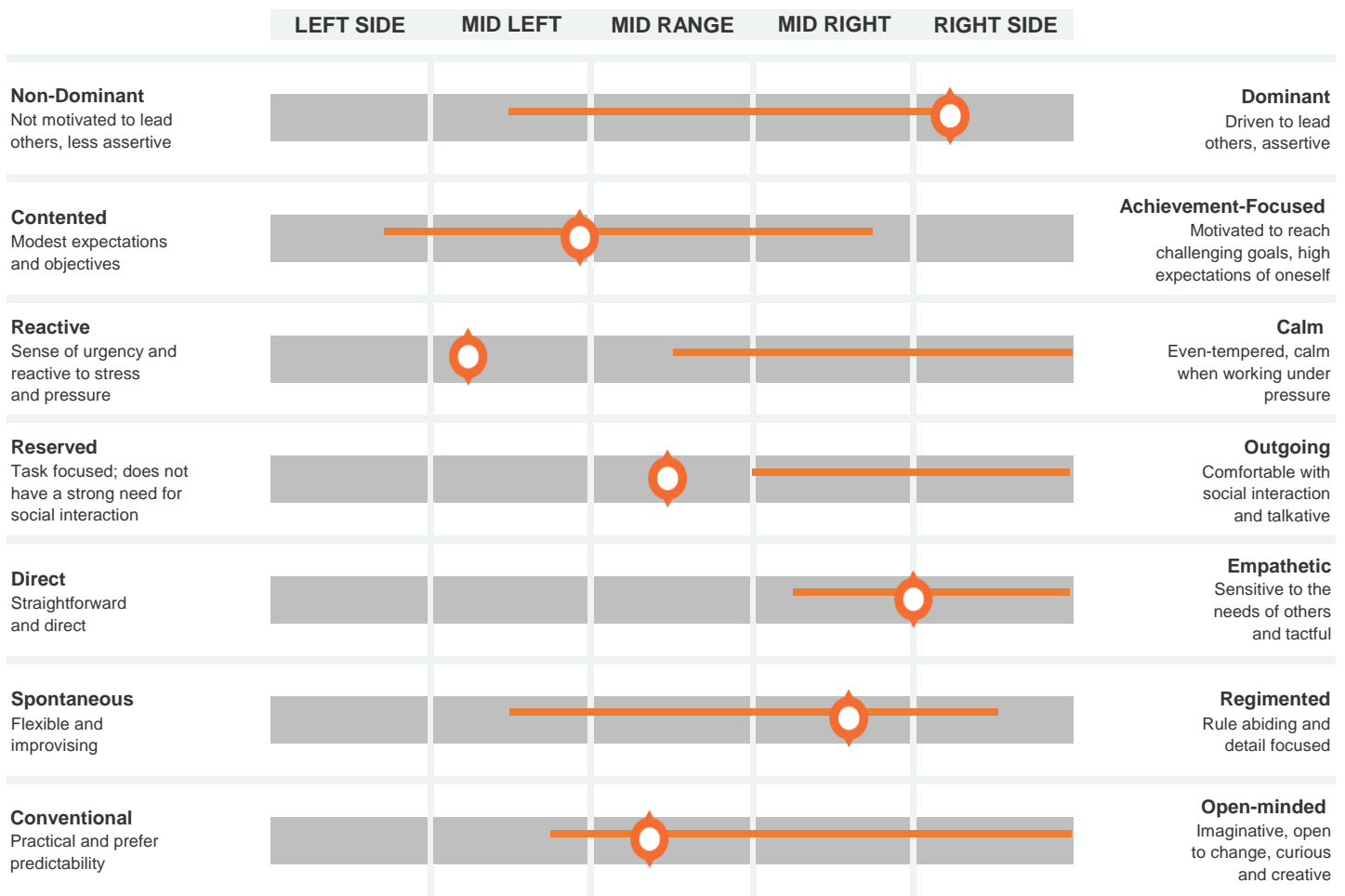
Kelly Sample's primary traits:

Dominant	Empathetic	Reactive

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

Summary of Kelly Sample 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.

STRENGTHS

Positive aspects related to how Kelly Sample scored:

Dominant

- Confident and self-motivated
- Sets and reaches difficult goals
- Enjoys leading others
- Driven to take charge

Empathetic

- Helpful and considerate
- Avoids conflict
- Empathetic and understanding
- Focused on cooperation and team efforts

Regimented

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

Reactive

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

POTENTIAL CHALLENGES

Management considerations related to how Kelly Sample scored:

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

Dominant

- Can be given the authority to manage people or projects
- Will not prefer to be managed or monitored closely
- Will likely prefer to have a high degree of autonomy
- Would benefit from coaching on leadership skills

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

Empathetic

- Should be openly recognized and appreciated for work well done
- Will likely need to feel that helping others is a primary goal
- Should be given opportunities to collaborate with others
- Would perform best in a supportive team environment

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?

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?

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?

Empathetic

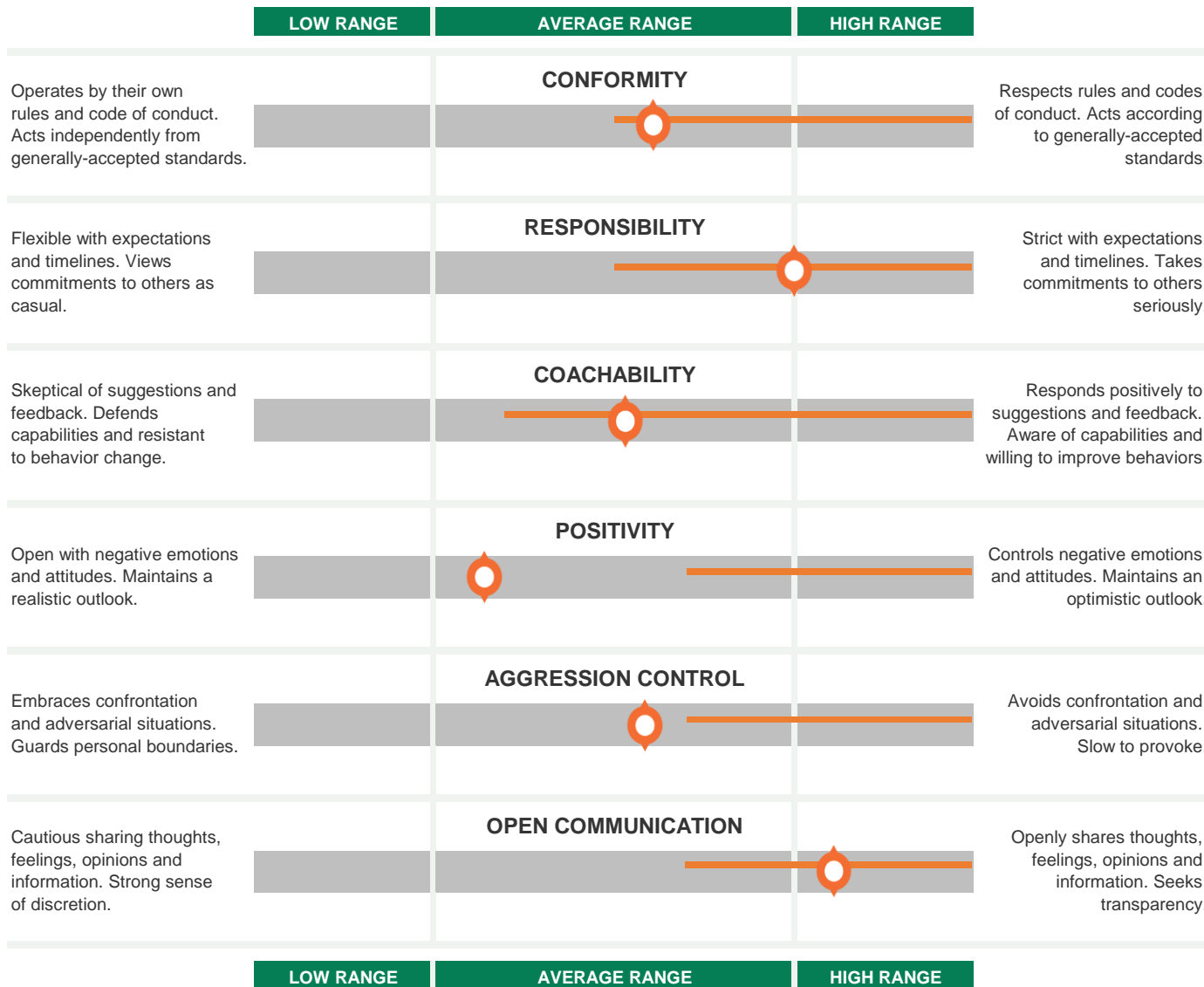**Interview Questions: Suggested questions to probe into this area to assess 'fit':**

• Sometimes customers or co-workers make unreasonable requests. Describe a time when someone made an especially unreasonable request to you. How did you handle this situation?

• Tell me about a time when you had to deal with someone who was angry or upset with you. What was the situation and how did you handle it?

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 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:
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:

High Open Communication

• Readily trust others with information
• Initiates communication with others
• Embraces knowledge-sharing and collaboration
• Seen as approachable and 'easy-to-talk-to'

High Responsibility

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

Average Conformity

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

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

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 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 Conformity

• 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

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.

Average Conformity

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

• 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 weren't completely honest with someone and they found out about it. What was the situation, and how did you handle it?

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.

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

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

Looking for a custom solution? **We can help.**
www.talentclick.com