



WPP-I

**Workstyle &
Performance Profile**
Insurance

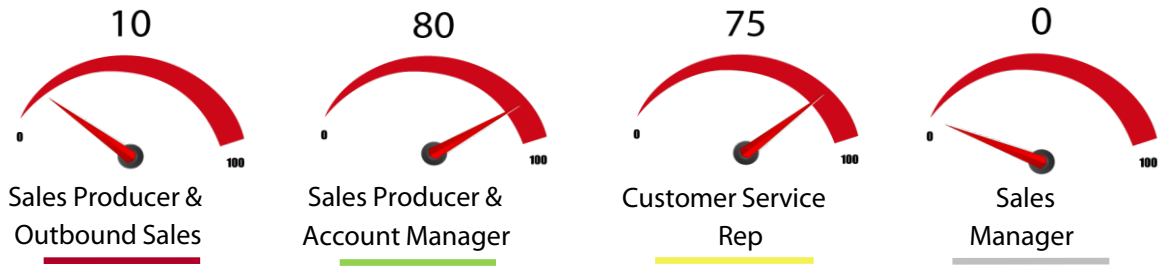
EMPLOYER REPORT
For Hiring, Training & Coaching

John Doe

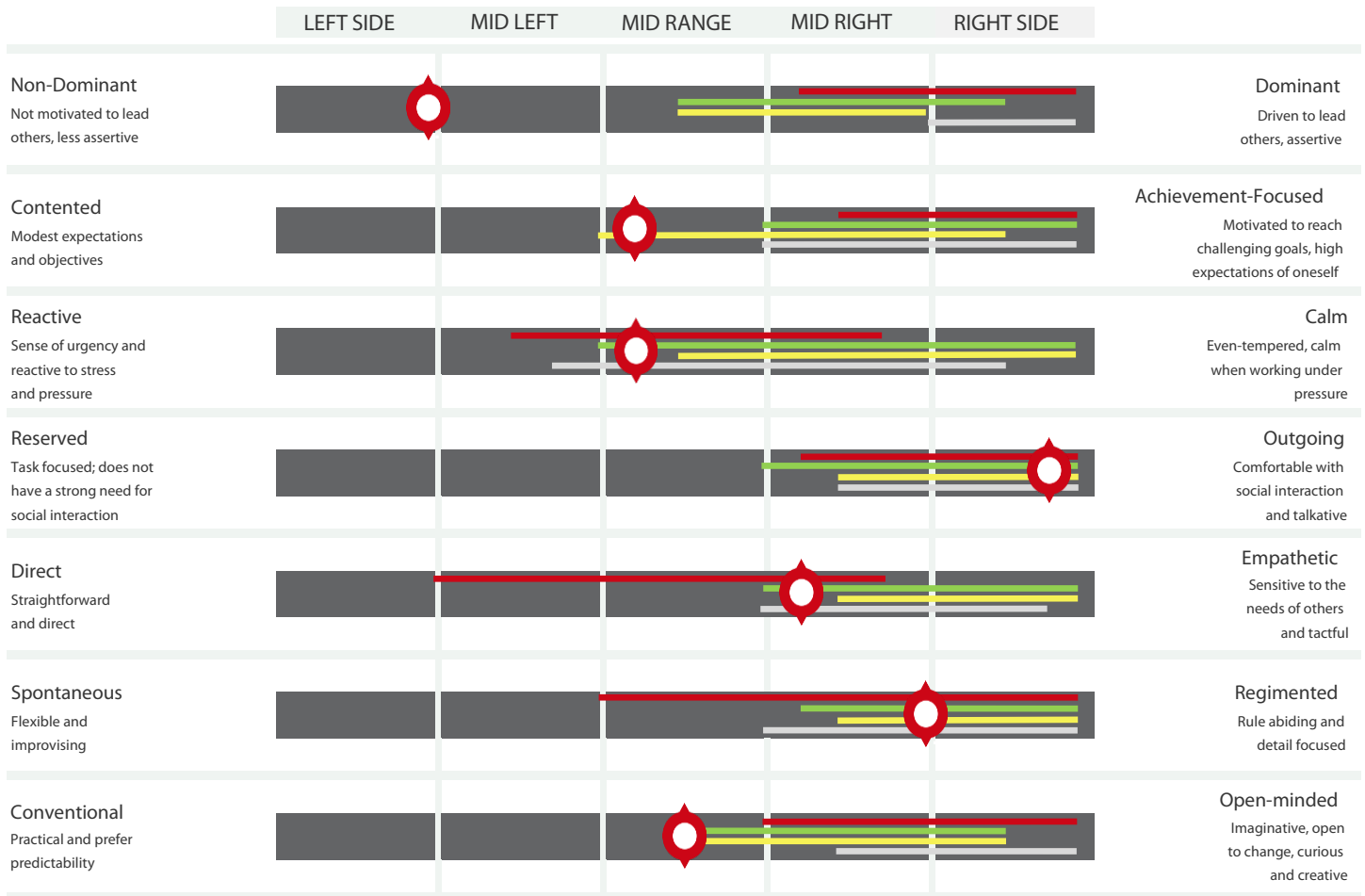
February 14, 2019



Position Fit Summary



Summary of Mr. John Doe's results:



Validity Category:

Acceptable

- If the validity category is 'Caution':
- Interpret the results above with caution
 - Verify results with interview and reference questions



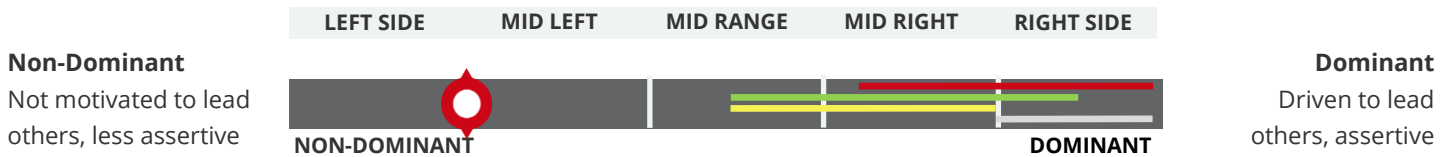
Score Marker

The marker represents this employee's results.
The average results of working adults is at the middle point of each dimension.

Sales Position Preferred Score Ranges

- Sales Producer & Outbound Sales
- Sales Producer & Account Manager
- Customer Service Rep
- Sales Manager

Dimension 1: Non-Dominant vs. Dominant



Mr. John Doe scored in the Mid Left of the Non-Dominant vs. Dominant dimension.

This dimension measures the degree to which a person is driven to take charge and lead others. Left side scoring individuals are comfortable being an individual contributor focusing on their own tasks rather than managing or leading others.

Positive aspects of how Mr. John Doe scored:

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

Job-Fit Considerations – Mr. John Doe would fit best into a role that:

- Focuses on independent work rather than leading or managing others
- Has objectives that are straightforward and reachable
- Involves working with a supportive team
- Doesn't require frequently taking charge and directing others

Coaching/developmental areas related to how Mr. John Doe scored:

- May not want to assume a leadership role
- May be uncomfortable being highly assertive

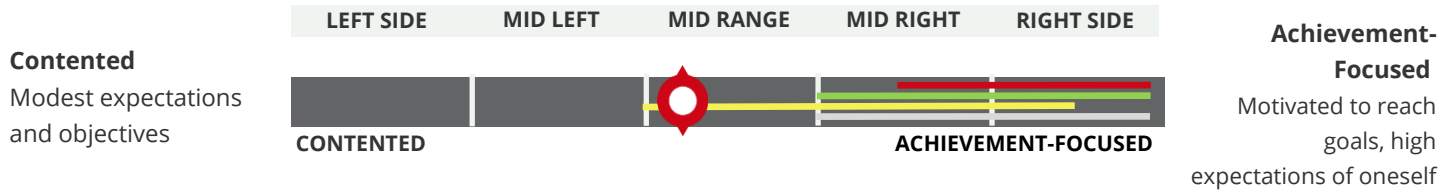
Management considerations for leading Mr. John Doe:

- 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

Interview Questions – Suggested questions to probe into this area to further assess "fit"

- Tell me about a competitive situation you were in where you had to prove yourself. What was the situation and how did you handle it?
- 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 them to improve their performance. How did you help them and what were the results?

Dimension 2: Contented vs. Achievement-Focused



Mr. John Doe scored in the Mid Range of the Contented vs. Achievement-Focused dimension

This dimension measures the degree to which a person is focused on achieving challenging goals. Mid-range scoring individuals are able to complete their objectives and tasks but may not expect to achieve highly challenging goals.

Positive aspects of how Mr. John Doe scored:

- 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

Job-Fit Considerations – Mr. John Doe would fit best into a role that:

- Requires meeting realistic standards and expectations
- Rewards employees who do good work
- Requires moderate effort and self-motivation
- Has realistic, reachable goals

Coaching/developmental areas related to how Mr. John Doe scored:

- May find it challenging at times to consistently meet others' expectations
- May need encouragement with goals that are difficult to reach

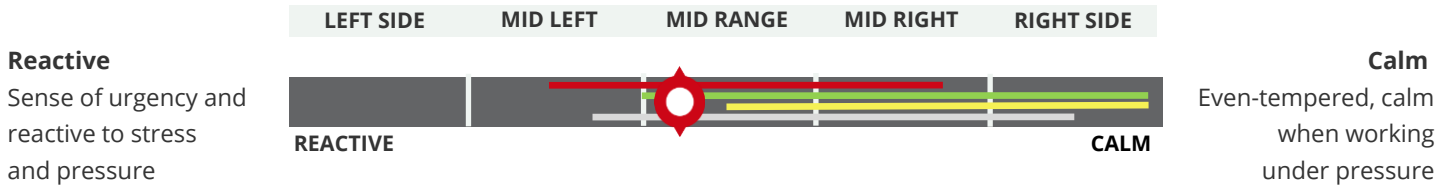
Management considerations for leading Mr. John Doe:

- 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

Interview Questions – Suggested questions to probe into this area to further assess "fit"

- Tell me about a time when you faced a challenge that required an exceptional amount of motivation to overcome. Please describe the situation and your actions in detail.
- Tell me about a time when you felt that you weren't challenged enough in your job. What was the situation and how did you handle it?

Dimension 3: Reactive vs. Calm



Mr. John Doe scored in the Mid Range of the Reactive vs. Calm dimension.

This dimension measures the degree to which a person is calm and tolerant of stress and pressure. Mid-range scoring individuals are able to remain composed and calm but can also be expressive. They have a moderate sense of urgency with their work.

Positive aspects of how Mr. John Doe scored:

- Seen as balanced and stable
- Able to handle typical job stress
- Self-aware
- Receptive to feedback

Job-Fit Considerations – Mr. John Doe would fit best into a role that:

- Has a balanced workload with a variety of tasks
- Has a mix of high and low stress tasks
- Is demanding but not highly stressful
- Has realistic performance expectations

Coaching/developmental areas related to how Mr. John Doe scored:

- May prefer to think through possibilities before taking action
- May not always display a sense of urgency

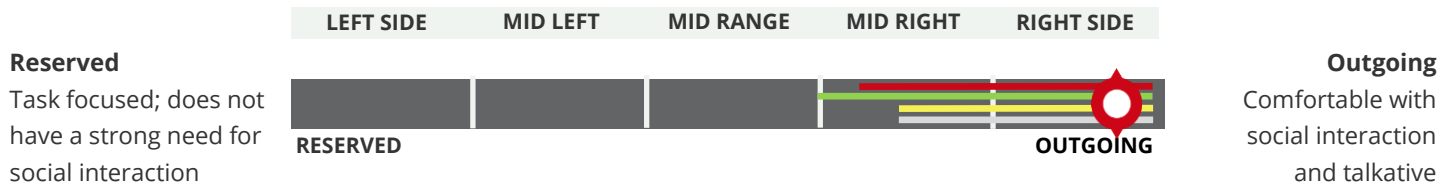
Management considerations for leading Mr. John Doe:

- Able to perform under pressure
- Should be given ambitious but reachable goals and targets
- Can handle challenging tasks and projects
- Will likely not appreciate management over-reacting to minor issues or threats

Interview Questions – Suggested questions to probe into this area to further 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?
- Tell me about a time when you didn't react quickly enough to an issue or problem. What was the situation and what were the results?

Dimension 4: Reserved vs. Outgoing



Mr. John Doe scored in the Right Side of the Reserved vs. Outgoing dimension.

This dimension measures the degree to which a person enjoys and is comfortable with social interaction. Right side scoring individuals tend to be approachable and outgoing. They are able to quickly build rapport and enjoy interacting with new people.

Positive aspects of how Mr. John Doe scored:

- Is naturally outgoing, open and communicative
- Can quickly build relationships with coworkers and customers
- Comfortable being the center of attention
- Will initiate social interaction

Job-Fit Considerations – Mr. John Doe would fit best into a role that:

- Has a focus on communicating and building relationships
- Requires initiating contact with unfamiliar people
- Involves limited independent work
- Involves collaboration with others

Coaching/developmental areas related to how Mr. John Doe scored:

- Will likely perform better with more group involvement
- Will likely prefer collaboration to completing tasks independently

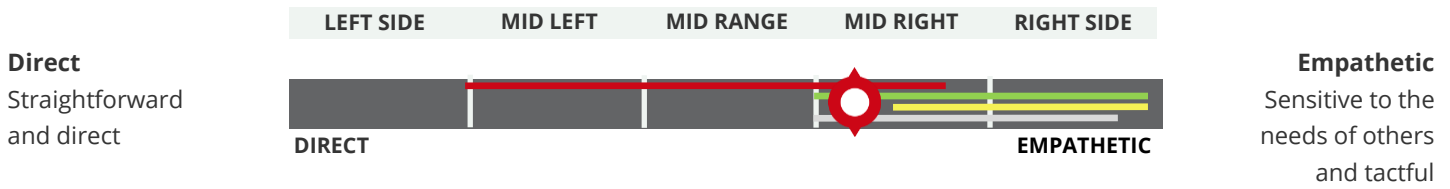
Management considerations for leading Mr. John Doe:

- Will likely share thoughts and ideas openly
- May not always think ideas through before sharing them
- Should be given the opportunity to interact with new people
- Should focus on work interacting with others rather than working independently

Interview Questions – Suggested questions to probe into this area to further assess "fit"

- Tell me about a time when you had to communicate with an uncommunicative or unresponsive person or customer. How did you handle the situation?
- Give me an example of when you used your listening skills to help achieve an objective. Describe the situation in detail.

Dimension 5: Direct vs. Empathetic



Mr. John Doe scored in the Mid Right of the Direct vs. Empathetic dimension.

This dimension measures the degree to which a person is sensitive to the feelings of others and shows empathy. Right side scoring individuals are seen as sensitive to the needs of others, accommodating, cooperative, considerate, and relationship-focused.

Positive aspects of how Mr. John Doe scored:

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

Job-Fit Considerations – Mr. John Doe would fit best into a role that:

- Doesn't involve being exposed to a lot of negative feelings and conflict
- Involves helping others
- Requires being empathetic and sensitive to the needs of others
- Has an emphasis on collaboration and teamwork

Coaching/developmental areas related to how Mr. John Doe scored:

- May put others' concerns ahead of one's own
- May be uncomfortable in situations with interpersonal conflict or tension

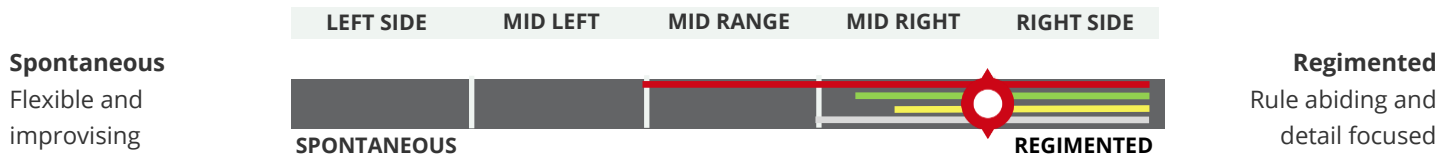
Management considerations for leading Mr. John Doe:

- 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

Interview Questions – Suggested questions to probe into this area to further assess "fit"

- Tell me about a particularly challenging time when you had to influence or convince someone to do something in order to complete a task or objective. What was the situation and what did you do?
- Tell me about a recent 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?

Dimension 6: Spontaneous vs. Regimented



Mr. John Doe scored in the Right Side of the Spontaneous vs. Regimented dimension.

This dimension measures the degree to which a person is conventional, rule abiding and detail-focused. Right side scoring individuals are typically excellent at planning and organizing. They are regarded as meticulous and value structure and certainty.

Positive aspects of how Mr. John Doe scored:

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

Job-Fit Considerations – Mr. John Doe would fit best into a role that:

- Requires getting details right
- Involves planning and organizing
- Has consistent goals and measures of success
- Has expectations and objectives that are clear

Coaching/developmental areas related to how Mr. John Doe scored:

- At times, may prefer to focus on the details rather than on the "big picture"
- May respond to stressful or unusual situations by planning and organizing

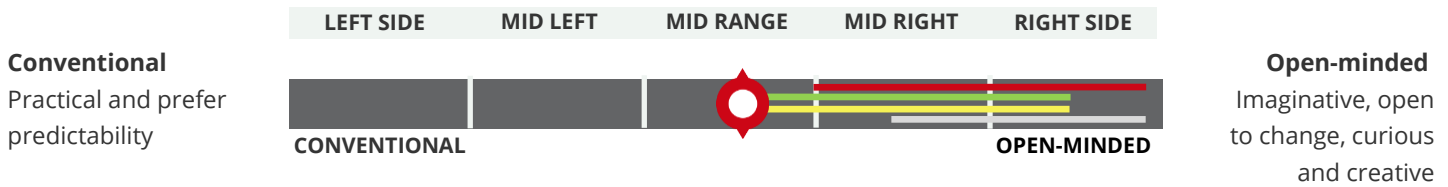
Management considerations for leading Mr. John Doe:

- Will be conscientious and organized
- Does not require close supervision
- Should be given clearly defined responsibilities, goals and targets
- Will maintain high quality standards

Interview Questions – Suggested questions to probe into this area to further assess "fit"

- Tell me about a time when you had to change plans when you didn't want to. What was the situation and how did you handle it?
- Tell me about a time when you worked in an environment where there was a lack of planning and organization. What was the situation and how did you react?

Dimension 7: Conventional vs. Open-minded



Mr. John Doe scored in the Mid Range of the Conventional vs. Open-minded dimension.

This dimension measures the degree to which a person is curious, imaginative and innovative. Mid-range scoring individuals can be creative and imaginative when it is required but will still remain practical in their problem solving approach.

Positive aspects of how Mr. John Doe scored:

- Has a realistic problem-solving style
- Practical but can be innovative when necessary
- Able to build on others' ideas
- Can contribute to strategic planning

Job-Fit Considerations – Mr. John Doe would fit best into a role that:

- Involves some element of strategic thinking
- Allows for some innovation and developing new ideas
- Does not involve constant change in goals
- Does not have a main focus on creativity

Coaching/developmental areas related to how Mr. John Doe scored:

- May stick to traditional approaches to problem solving
- May be initially resistant to others' ideas that involve rapid or drastic change

Management considerations for leading Mr. John Doe:

- May not be highly creative but can build upon others' ideas
- May need to know the reasons behind changes in plans or strategy
- May need time to adapt to significant changes
- May need time to become comfortable with taking risks

Interview Questions – Suggested questions to probe into this area to further assess "fit"

- Give me an example of 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?
- Sometimes we have to adapt to changes that we don't believe in. Give me an example of a time when a change was happening that you thought was not justified. What was the situation and how did you handle it?

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** Employer and Participant reports*



Work Values & Attitude (WVA) assessment contains predictive analytics on integrity, responsibility, coachability, positive attitude, aggression, and open communication. The WVA report can help increase employee engagement, productivity, customer satisfaction, profitability, and more.

** Employer report*



Safety Quotient™ (SQ) helps identify the high-risk personality traits (impulsiveness, distractibility, rule-resistance, irritability, etc.) that lead to human error and preventable incidents. Specialized report for Safety Leaders available.

** Employer and Participant reports*



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** Employer and Participant reports*

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Test spatial reasoning, language, and numerical problem-solving ability.



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Measure English language competencies, writing, vocabulary and typing accuracy.



Leadership Profile (LP)

Identify leadership capabilities, business reasoning and conflict management.



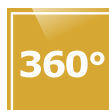
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