



AVP REPORT

Attitude, Values, Personality



EMPLOYER REPORT

For Hiring, Training & Coaching

Kelly Sample

- **Participant Email - sales@talentclick.com**

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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:

Regimented

Contented

Non-Dominant

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

Summary of Kelly Sample results:



Validity Category:

Acceptable

If the validity category is "Caution":

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



The marker represents your results. The average results of working adults is at the middle point of each dimension.

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:

Regimented

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

Non-Dominant

- A cooperative team member
- Comfortable taking charge if necessary
- Able to collaborate well with others
- Able to direct others if necessary

Contented

- Undemanding
- Flexible with goals and plans
- Has modest expectations
- Generally satisfied with how things are

Direct

- Honest and direct
- Seen as cooperative
- Will be comfortable voicing opinions
- Will strive to maintain good relations with others

POTENTIAL CHALLENGES

Management Consideration related to how Kelly Sample scored:

Contented

- Would respond well to being recognized for good work
- Would benefit from learning clear standards for work quality
- Would respond best to realistic, reachable goals
- Would be motivated by group collaboration

Direct

- Can handle negative information
- Not likely to take constructive criticism personally
- May not feel comfortable facing interpersonal conflict
- Will likely want supportive relationships with co-workers

Non-Dominant

- Can be given the responsibility of directing others
- Will likely have a cooperative leadership style
- May be uncomfortable being a 'tough' manager when required
- Would benefit from coaching on leadership skills

Regimented

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

Contented

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

- Give me an example of a time when you had to put in extra effort at work to complete a task or project. What was the situation, what did you do and what was the result?
- Tell me about a job you had that you felt was very demanding. Describe the situation and how you felt about it at the time.

Non-Dominant

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

- Give me an example of a situation in the past where you persuaded others to accept something they initially disagreed with. What was the situation and how did you handle it?
- Tell me about a particularly challenging time when you had to influence or convince someone to do something in order to reach your objective. What was the situation and what did you do?

Direct

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

- Tell me about a time when you had to be assertive in order to get something done. What did you do and what was the result?
- Tell me about a time when you helped a co-worker who was experiencing personal problems. What was the situation, what actions did you take, and what were the results?

Regimented

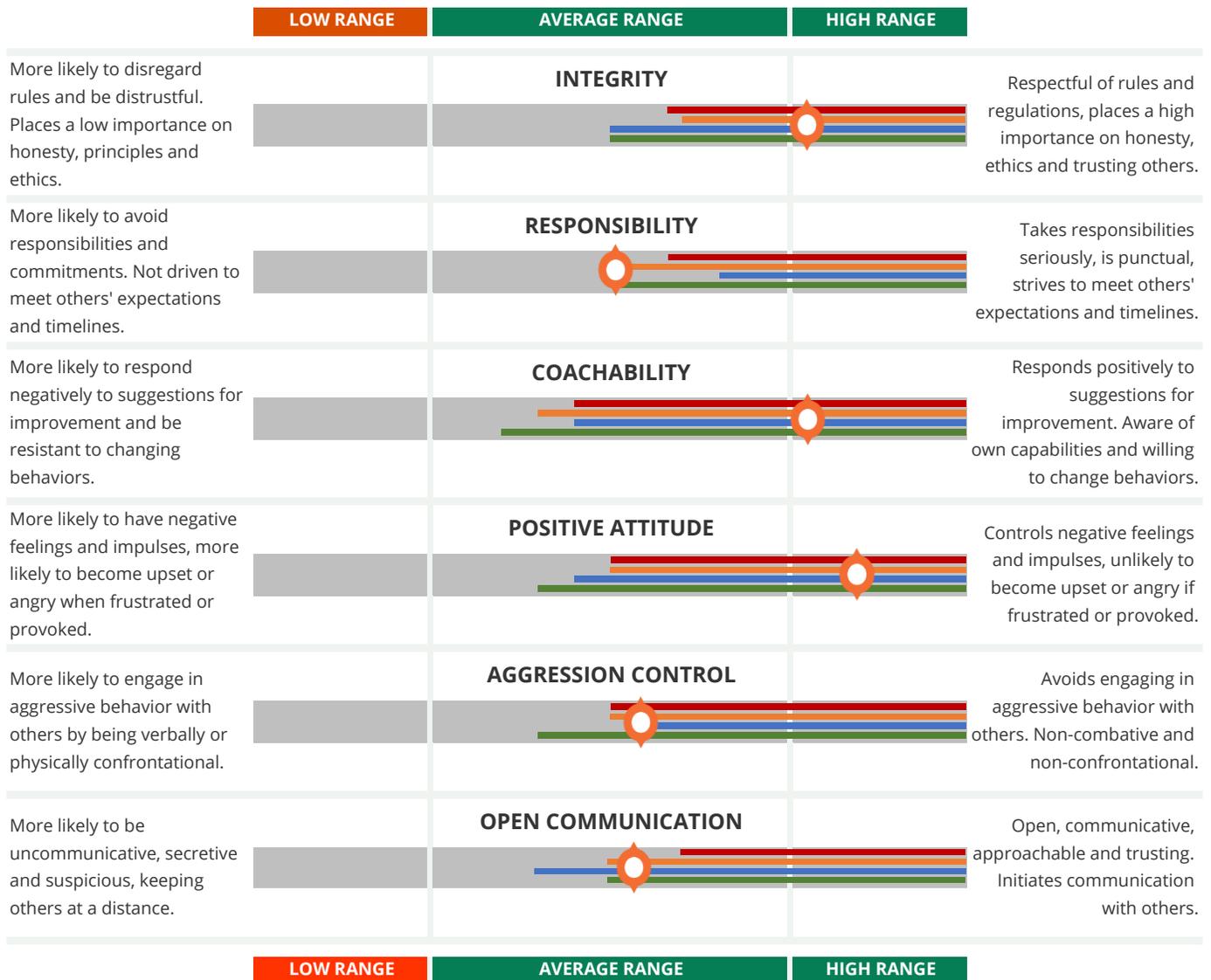
Interview Questions: Suggested questions to probe into this area to assess 'fit':

- Give me an example when you weren't satisfied with the quality of your work but you didn't have the time or resources to complete it properly. Describe the situation in detail.
- Give me an example of a time when you had to plan and organize something complex. What was the situation and what was the result?

Introduction

- This section is a summary of the individual's **work values** calculated from the assessment questionnaire.
- **Scores in the Low Range indicate potential risks.**
- Everyone has core personality traits and tendencies or "**default settings**" that affect behaviors.
- These "default settings" can be hard to change, but you can **reduce the risk of negative outcomes** by increasing awareness of risks and actively managing problem behaviors.

Results for Kelly Sample:



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 average results of working adults is at the mid point of each dimension.

Disclaimer:

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STRENGTHS

Positive aspects related to how Kelly Sample scored:

High Positive Attitude

- Would be a cooperative team member
- Controls negative feelings
- Displays a can-do attitude
- Not likely to become frustrated

High Coachability

- Responds positively to suggestions for improvement
- Aware of own capabilities and limitations
- Willing to change behaviors
- Motivated by self-improvement

High Integrity

- Ethical and honorable
- Defends rules they believe in
- Places a high importance on trust
- Takes their own reputation seriously

Average Aggression Control

- Generally demonstrates patience with others
- Able to keep irritability under control in most situations
- Will be able to handle typical levels of job stress
- Not easily provoked by others

POTENTIAL CHALLENGES

Management Consideration related to how Kelly Sample scored:

Average Responsibility

- May become discouraged when they are not able to fulfil their commitments
- May hesitate to change plans and adjust commitments when they are unrealistic
- Occasionally may over-commit themselves and ignoring their own needs

Average Aggression Control

- May be too tolerant of others' behavior at times
- Sometimes they may need to show more frustration so others can better understand when urgent action is necessary
- Make not be comfortable being assertive and firm if someone crosses an important personal boundary

Average Communication

- May be too tolerant of others' behavior at times
- Sometimes they may need to show more frustration so others can better understand when urgent action is necessary
- Make not be comfortable being assertive and firm if someone crosses an important personal boundary

High Coachability

- May act on advice or direction from others, without questioning it
- May expect to reach unrealistic standards
- May hesitate to delegate a task to another team member, even when they are unsuited for it



Average Responsibility

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

- Tell me about a time when you demonstrated that you are a dependable worker. Describe the situation and what you did.
- Sometimes we're given deadlines that are too short. Tell me about a time when you needed extra time to complete a task.

Average Communication

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 what you did.
- Sometimes we have to be strong leaders and teach others lessons. Tell me about a time when you needed to do this.

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 what you did.
- Sometimes we have to be strong leaders and teach others lessons. Tell me about a time when you needed to do this.

High 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?
- Give me an example of something about yourself that you'd like to improve. Why would you like to improve it?

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:

68

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

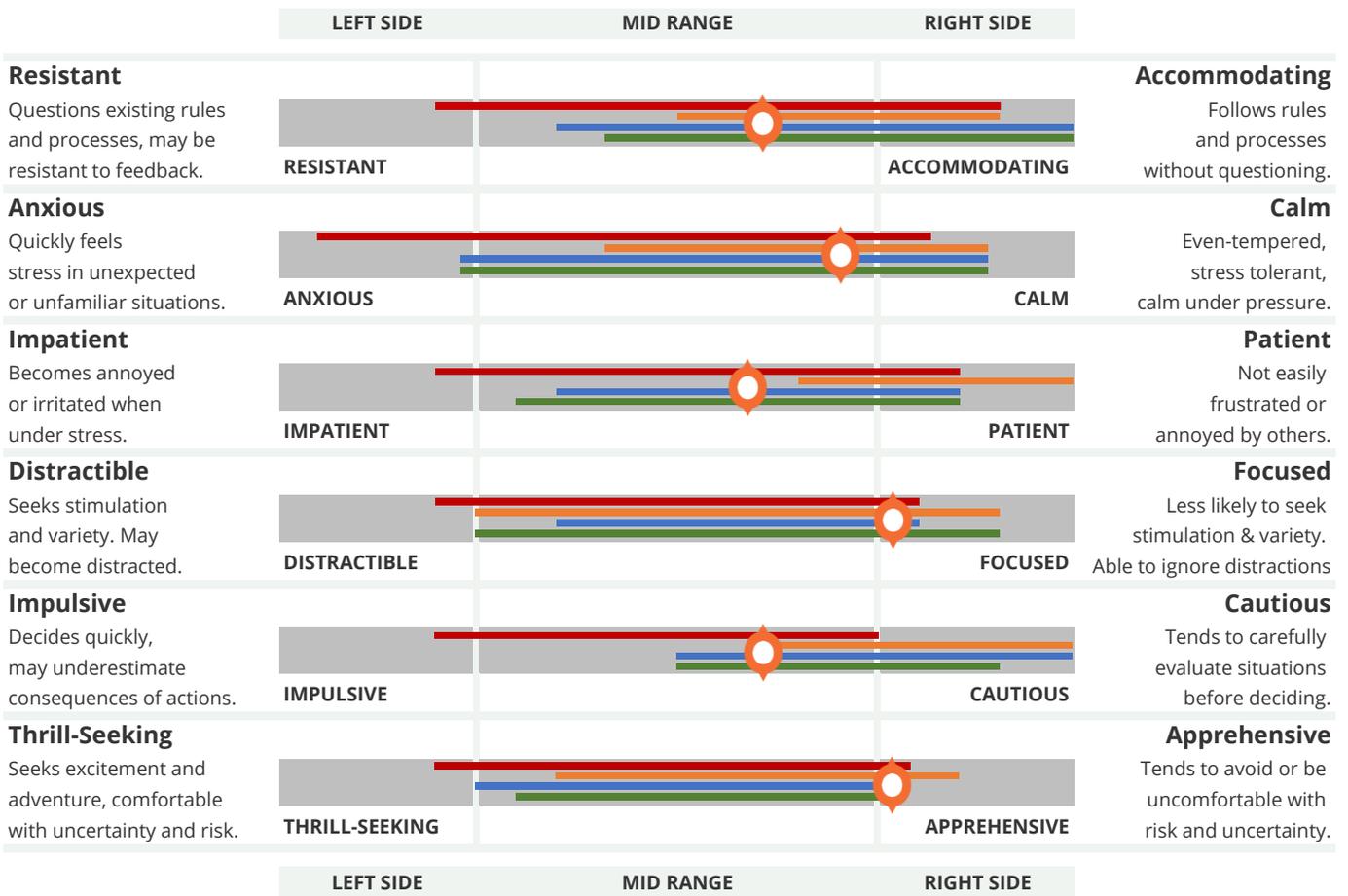
Focused

Apprehensive

Calm

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

Kelly Sample's Safety Personality Profile:



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 average results of working adults is at the middle point of each dimension.

Disclaimer:

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STRENGTHS

Positive aspects related to how Kelly Sample scored:

Apprehensive

- Will not tolerate unnecessary risks
- Able to identify risks that can be avoided
- Would be able to recognize and point out others' risky behavior

Calm

- Able to work effectively when under normal levels of stress
- Seen as balanced and stable
- Receptive to feedback and coaching

Focused

- Well-suited to tasks requiring focus and concentration
- Can persist at repetitive or routine tasks
- Does not require a lot of stimulation and variety

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 Consideration related to how Kelly Sample scored:

Focused

- May not be comfortable with a lot of change in tasks
- May prefer to follow a routine or set process
- May not be comfortable having to multi-task rather than focus

Calm

- 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

Apprehensive

- May be uncomfortable when things are uncertain
- May find it difficult to take risks even when it is necessary
- May avoid trying new ways to complete tasks or experimenting with new ideas

Cautious

- May need to be reminded to think through possible negative consequences of actions
- May need coaching on when to decide quickly and when to decide slowly and carefully
- Would benefit from learning the mistakes others have made



INTERVIEW QUESTIONS

Focused

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

- Tell me about a time when you had to have a lot of focus and concentration in order to do something correctly. What was the situation and what did you do to stay focused?
 - Tell me about a time when you had to do many things at once and you felt overwhelmed. Describe the situation and what you did.
-

Apprehensive

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

- Give me an example of a time when you had to take a risk at work that made you uncomfortable. What was the situation and how did you handle it?
 - Tell me about a time when you recognized a risk at work that needed to be dealt with. What was the situation and what did you do?
-

Calm

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.
-

Cautious

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

- Give me an example of when you could have done a task quickly but you decided that taking quick action might be too risky. What was the situation and what did you do?
 - Give me an example when you rushed while doing something and made a mistake as a result. What was the situation and how did it turn out?
-

SOLUTIONS

OUR CORE BUNDLE: TalentClick's **AVP (Attitude-Values-Personality)** employee assessment solutions provide actionable business intelligence to help you build happier safer, more productive teams. Each report contains tailored behavioral interview questions and performance management tips. Our unlimited-use subscription gives you ANY or ALL of these reports, so you can test all your employees and applicants for one affordable price.



Workstyle & Performance Profile (WPP) reveals each participant's workstyle, strengths, and areas for improvement. The WPP results can be used for hiring, training, and performance management. Specialized reports available for Sales, Insurance and Retail.

** 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*



Driver Safety Quotient™ (DSQ) helps companies understand a driver's likelihood of crashes, near misses, traffic violations, property damage, and more. The DSQ™ helps ensure a safer roadway for everyone.

** Employer and Participant reports*

ADD-ON SOLUTIONS: Purchase additional units or add on to your subscription.



Cognitive Quotient (CQ)
Test spatial reasoning, language, and numerical problem-solving ability.



English Proficiency (EP)
Measure English language competencies, writing, vocabulary and typing accuracy.



Leadership Profile (LP)
Identify leadership capabilities, business reasoning and conflict management.



Sports Performance Profile (SPP)
Learn personality traits of athletes to coach, motivate and build winning teams.

PREMIUM SOLUTIONS: Ask us for details.



Online eLearning



360 Degree Review



Safety Culture Assessment

Contact Us at 1.877.723.3778 ext. 107 or info@talentclick.com