

**WVA**

**WORK VALUES &  
ATTITUDE**



**EMPLOYER REPORT**  
For Hiring

**John Doe**

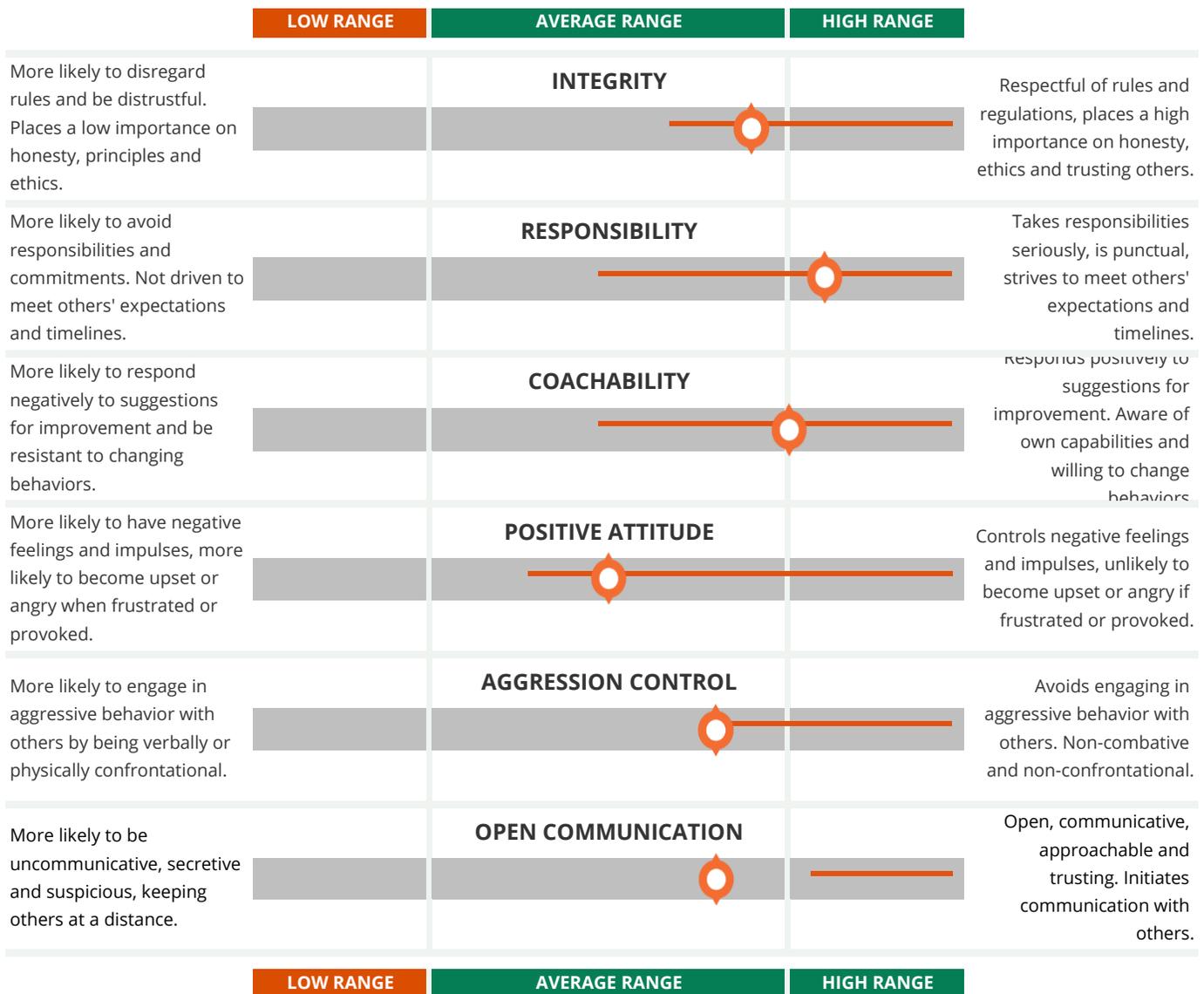
**Benchmark: Job XYZ**

February 14, 2019

## 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.

## John Doe's Profile:



### John Doe - Sample Report's

Acceptable

If the validity category is "Caution":

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



#### Benchmark:

Represents the average range for this organization



#### Marker:

Represents this person's results. The average results of working adults is at the mid 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.

## Integrity

More likely to disregard rules and be distrustful. Places a low importance on honesty, principles and ethics.



Respectful of rules and regulations, places a high importance on honesty, ethics and trusting others.

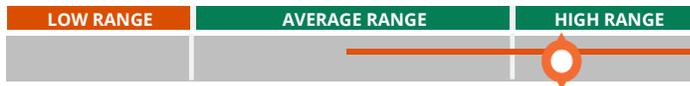
### John Doe scored in the Average Range

#### Suggested Interview Questions to probe "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?

## Responsibility

More likely to avoid responsibilities and commitments. Not driven to meet others' expectations and timelines.



Takes responsibilities seriously, is punctual, strives to meet others' expectations and timelines.

### John Doe scored in the High Range

#### Suggested Interview Questions to probe "Fit":

- Tell me about a time when you demonstrated that you are a dependable worker. Describe the situation and what you did.
- Tell me about a time when you had to put in a lot of effort in order to get something done on time. What was the situation and what did you do?

## Coachability

More likely to respond negatively to suggestions for improvement and be resistant to changing behaviors.



Responds positively to suggestions for improvement. Aware of own capabilities and willing to change behaviors.

### John Doe scored in the High Range

#### Suggested Interview Questions to probe "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?

## Positive Attitude

More likely to have negative feelings and impulses, more likely to become upset or angry



Controls negative feelings and impulses, unlikely to become upset or angry if frustrated or provoked.

### John Doe scored in the Average Range

#### Suggested Interview Questions to probe "Fit":

- We all have times when we get frustrated and upset at work. Describe a time this happened to you.
- Give me an example of a time when working with a co-worker was very challenging. What was the situation and what did you do?

## Aggression Control

More likely to engage in aggressive behavior with others by being verbally or physically confrontational.



Avoids engaging in aggressive behavior with others. Non-combative and non-confrontational.

### John Doe scored in the Average Range

#### Suggested Interview Questions to probe "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.

## Open Communication

More likely to be uncommunicative, secretive and suspicious, keeping others at a



Open, communicative, approachable and trusting. Initiates communication with others.

### John Doe scored in the Average Range

#### Suggested Interview Questions to probe "Fit":

- Sometimes we have to be secretive about things at work. Give me an example about a time when you didn't share information with your co-workers because it was the right thing to do.
- Tell me about a time when you had to get to know a new person or group of people in a work situation. Describe the situation and how you handled it.

# 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*



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*\* 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*

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**Sports Performance Profile (SPP)**

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