



AVP REPORT

Attitude, Values, Personality



EMPLOYER REPORT

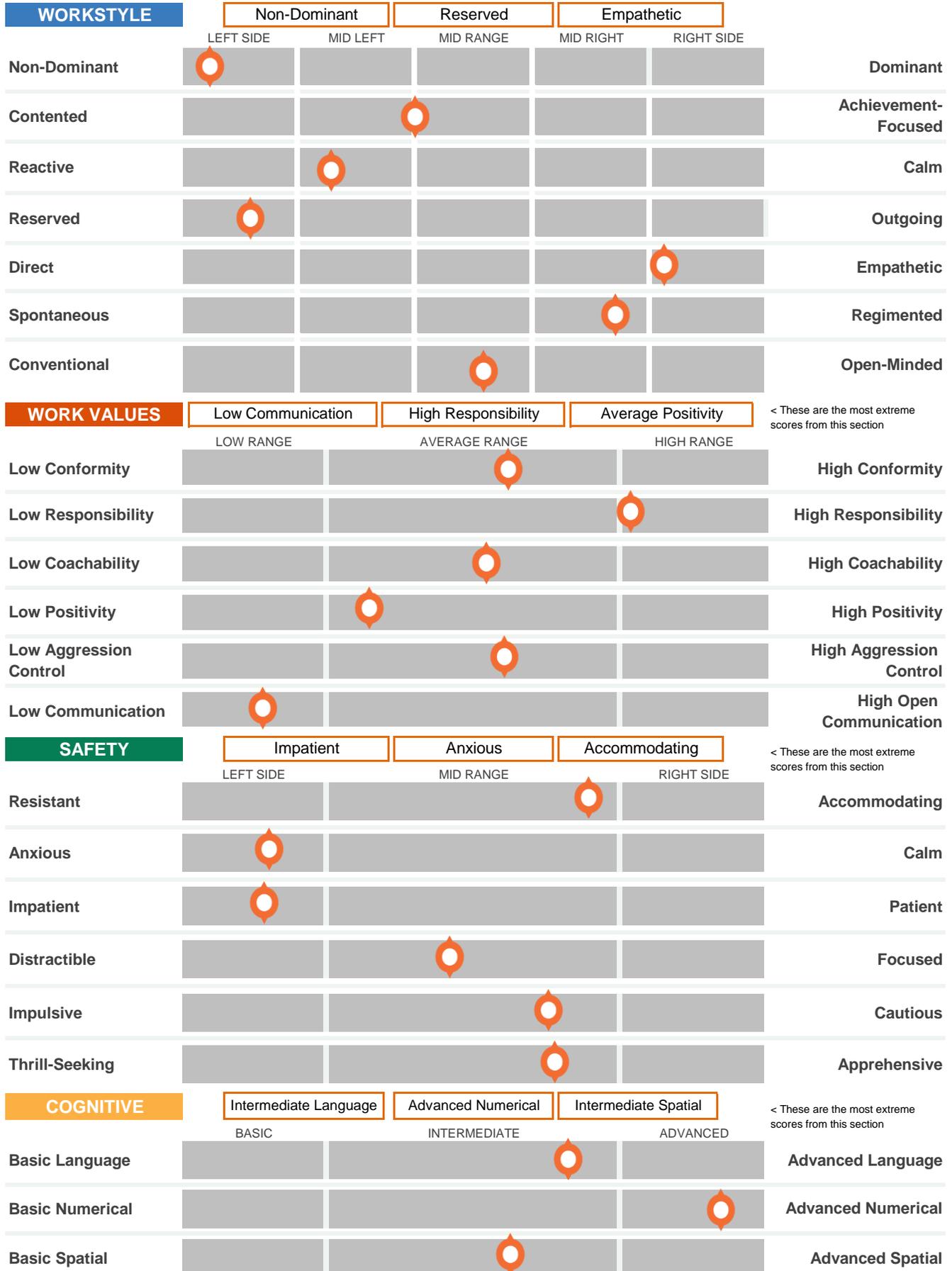
For Hiring, Training & Coaching

Kelly Sample

- Participant Email - ksample@mail.com

September 1, 2020





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.

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:

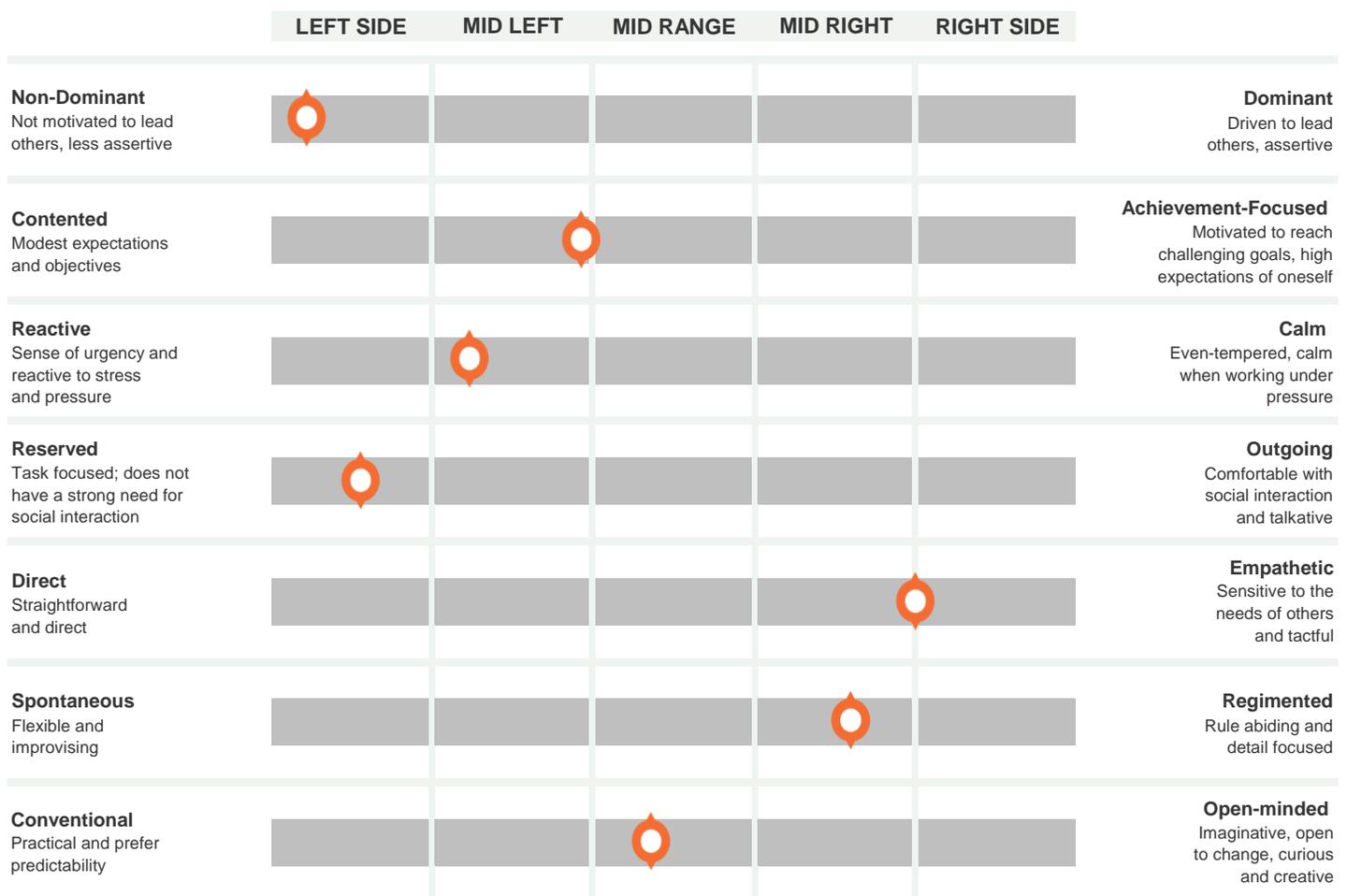
Non-Dominant

Reserved

Empathetic

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



Marker:

Represents this person's results. The mid point of each dimension reflects the average score of all working adults.

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STRENGTHS

Positive aspects related to how Kelly Sample scored:

Empathetic

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

Non-Dominant

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

Regimented

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

Reserved

- Prefers completing tasks to socializing
- Able to focus and work independently
- Has good listening skills
- Doesn't seek attention

POTENTIAL CHALLENGES

Management considerations related to how Kelly Sample scored:

Non-Dominant

- 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

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

Reserved

- Should be encouraged to share thoughts and ideas
- May not highlight or seek attention for work well done
- May need to feel comfortable before communicating openly
- Should have independent work as a significant job component

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



Non-Dominant

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

- Give me an example of a time when you had to resolve a difficulty or conflict with a customer, vendor or co-worker. What was the situation and how did you handle it?
 - Give me an example of a situation in the past where you have demonstrated your ability to be assertive when necessary. What was the situation?
-

Reserved

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

- Tell me about a recent time when you had to initiate contact and build a relationship with a new person or group. Describe the situation and your actions in detail.
 - Give me an example of a time when you were in a situation where communicating with someone was challenging. What was the situation and how did you handle it?
-

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?
-

Contented

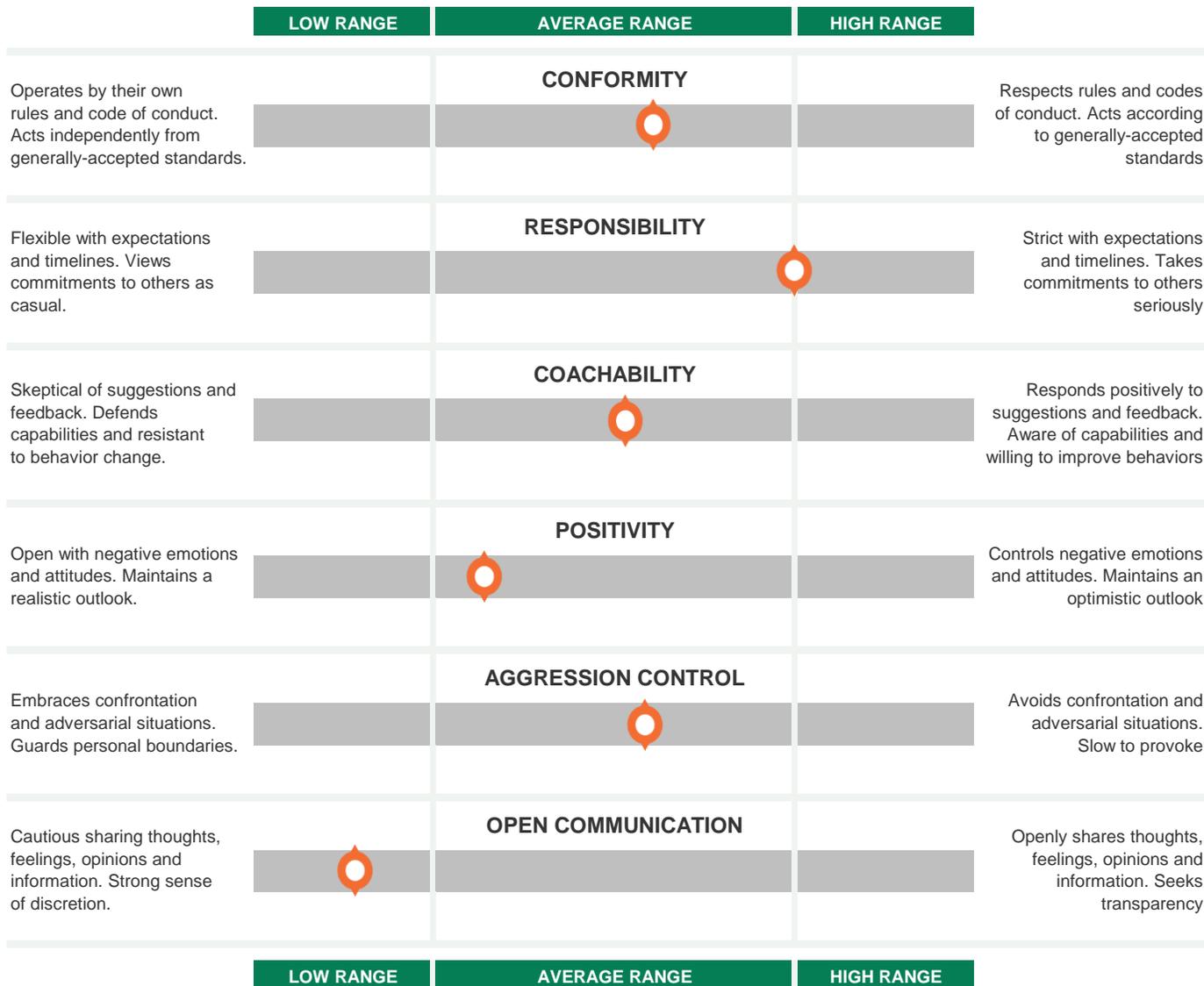
Interview Questions: Suggested questions to probe into this area to assess 'fit':

- 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?

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:



Validity Category:

Acceptable

- If the validity category is "Caution":
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STRENGTHS

Positive aspects related to how Kelly Sample scored:

High Responsibility

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

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

Average Conformity

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

Average Coachability

- Generally open to suggestions for improvement
- Comfortable questioning advice from others
- Willing to change behaviors
- Sees the value of self-improvement

POTENTIAL CHALLENGES

Management considerations related to how Kelly Sample scored:

Low Communication

- May hesitate to share information with others
- May keep others at a distance and appear 'closed off' or secretive
- Should be encouraged to make an effort to communicate more than they may feel necessary

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 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 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



Low Communication

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

- Give me an example of a work situation when you shared your thoughts even though it would have been easier to keep your opinions to yourself. What was the situation, and how did you handle it?
 - Tell me about a time when you had to initiate communication with a new person or group of people in a work situation. Describe the situation and how you handled it.
-

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.

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:

44

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

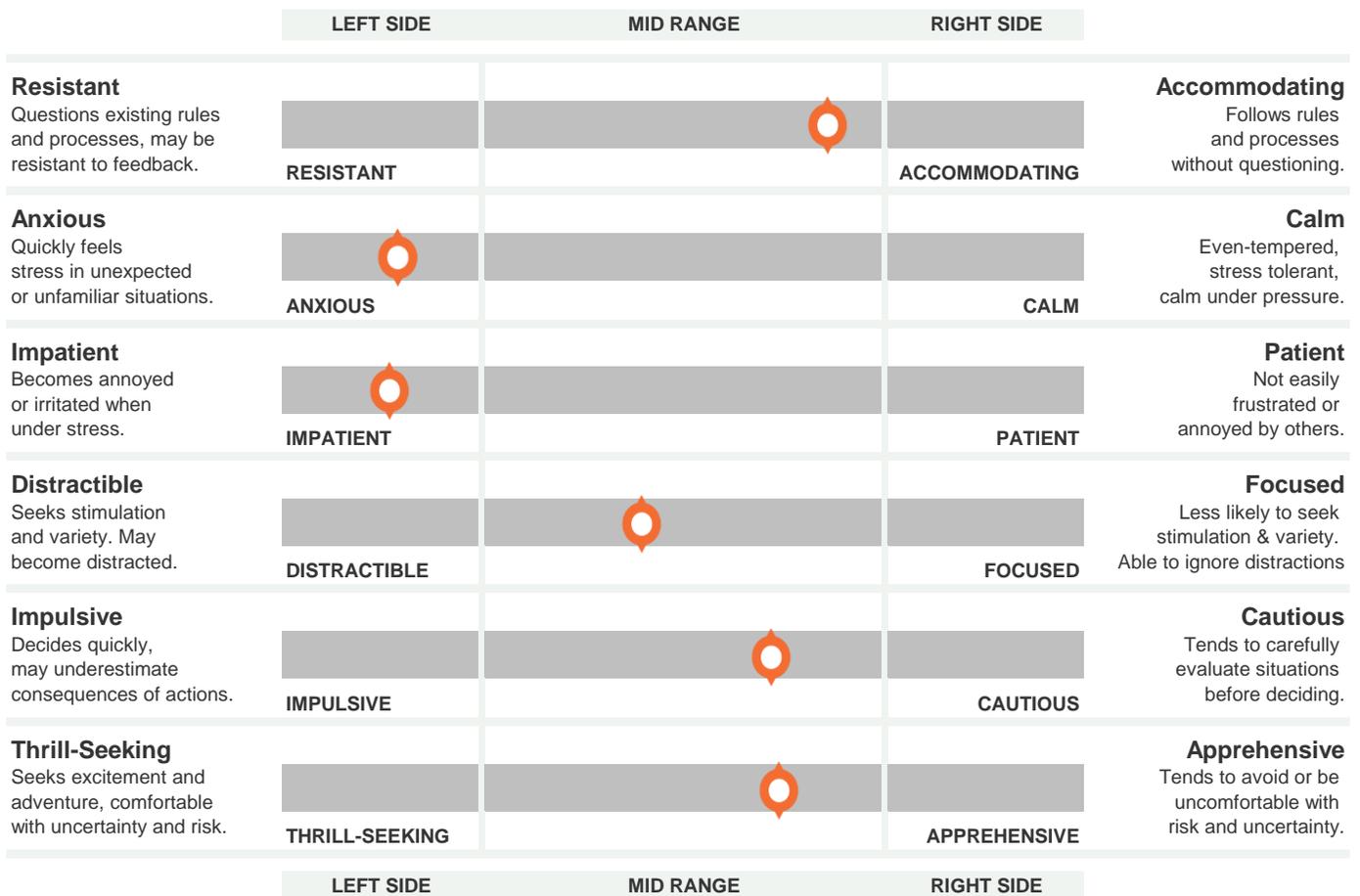
Impatient

Anxious

Accommodating

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

Kelly Sample's Safety Personality Profile:



Validity Category:

Acceptable

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STRENGTHS

Positive aspects related to how Kelly Sample scored:

Accommodating

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

Anxious

- Takes responsibilities seriously
- Shows a sense of urgency
- Receptive to feedback and coaching on areas for improvement

Impatient

- Would respond well to positive feedback
- Will likely be a straightforward and frank communicator
- Comfortable voicing opinions even if they are unpopular

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

POTENTIAL CHALLENGES

Management considerations related to how Kelly Sample scored:

Impatient

- May need to be reminded of the impact his/her actions have on others
- May need encouragement to let go of grudges and stop taking others' behavior personally
- May need time to “cool off” after becoming frustrated

Distractible

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

Anxious

- Quickly feels stress and pressure
- May need to be reminded that mistakes are improvement opportunities
- Would benefit from reassurance and support, especially when learning new things

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



INTERVIEW QUESTIONS

Impatient

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

- Give me an example of a work situation where someone did something that you found to be extremely annoying. 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 make an extremely quick decision that might have had serious consequences. What was the situation and what did you do?
 - Give me an example of a time when you had to handle a lot of stress at work. Describe the situation and what you did to handle it.
-

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?



SUMMARY RESULTS

Introduction to Cognitive Quotient (CQ)

- 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 three main dimensions addressing different aspects of cognitive ability.
- The results in this report are based on research conducted with samples of working adults and can be expected to represent some of the participant's work-relevant characteristics.

Kelly Sample's overall scores:

CQ Score:	LANGUAGE	NUMERICAL	SPATIAL
70 <ul style="list-style-type: none"> • Scores range from 0 to 100 • Low scores indicate basic abilities • High scores indicate advanced abilities 	Intermediate	Advanced	Intermediate

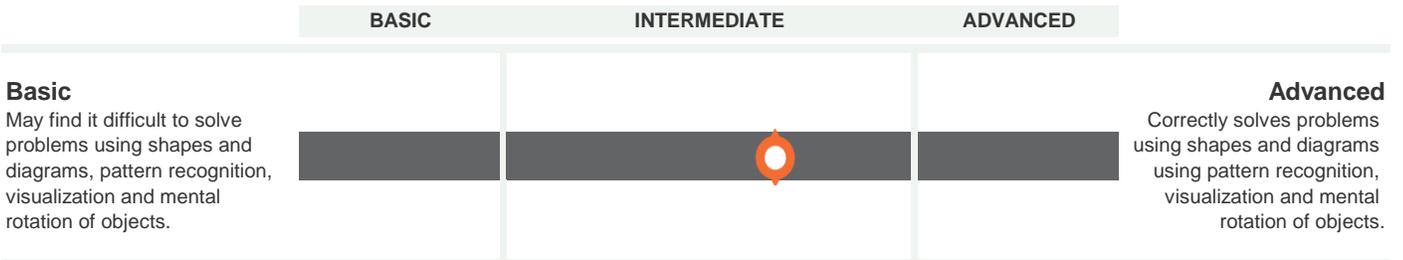
LANGUAGE COMPREHENSION



NUMERICAL SKILLS



SPATIAL SKILLS



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DETAILED RESULTS

LANGUAGE COMPREHENSION



Kelly Sample scored in the Intermediate Range with a score of 65.

This scale measures a person's ability to understand written English by identifying the meanings of words and the relationships between words. Mid scoring individuals understand written words and concepts of moderate difficulty.

Tips for managing & training Kelly Sample:

- Would be able to make correct judgments from most written information
- Able to understand written material of moderate difficulty
- May need assistance with extremely complicated written materials

Suggested Interview Questions to probe "Fit"

- Tell me about a time when there was complex document that you found challenging to read and understand. Describe the situation and what you did.
- Tell me about a recent time when you had to read and follow instructions to complete a task by yourself. What was the situation and how did you handle it?

NUMERICAL SKILLS



Kelly Sample scored in the Advanced Range with a score of 90.

This scale measures a person's ability to correctly perform calculations using addition, subtraction, multiplication and division. High scoring individuals would be able to perform calculations correctly on the job.

Tips for managing & training Kelly Sample:

- Would not require assistance with problems requiring numerical calculations
- Would be able to make correct decisions and judgments based on numerical calculations
- Would likely be able to understand numerical data

Suggested Interview Questions to probe "Fit"

- Tell me about a time when you had to read and understand data in numbers such as financial data or measurements. Describe the situation and what you did.
- Describe an especially complicated number-based problem that you faced in the past. What was the problem and how did you find the solution?

SPATIAL SKILLS



Kelly Sample scored in the Intermediate Range with a score of 55.

This scale measures a person's ability to solve problems by recognizing patterns of shapes and visualizing how to manipulate objects. Mid scoring individuals would be able to correctly solve moderately difficult problems involving objects or shapes.

Tips for managing & training Kelly Sample:

- Would be able to solve problems requiring visualizing shapes that are moderately difficult
- Would likely be able to understand and follow diagrams
- May benefit from extra coaching and training on solving difficult mechanical problems

Suggested Interview Questions to probe "Fit"

- Give me an example of a time when you had to use a diagram to complete a task. What was the situation, what did you do, and what were the results?
- Tell me about a recent time when you had to fix something mechanical and it was very challenging. What was the situation and how did you handle it?

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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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