

**WVA**

**WORK VALUES &  
ATTITUDE**



**PARTICIPANT REPORT**  
For Self-Coaching & Self-Awareness

**Kelly Sample**

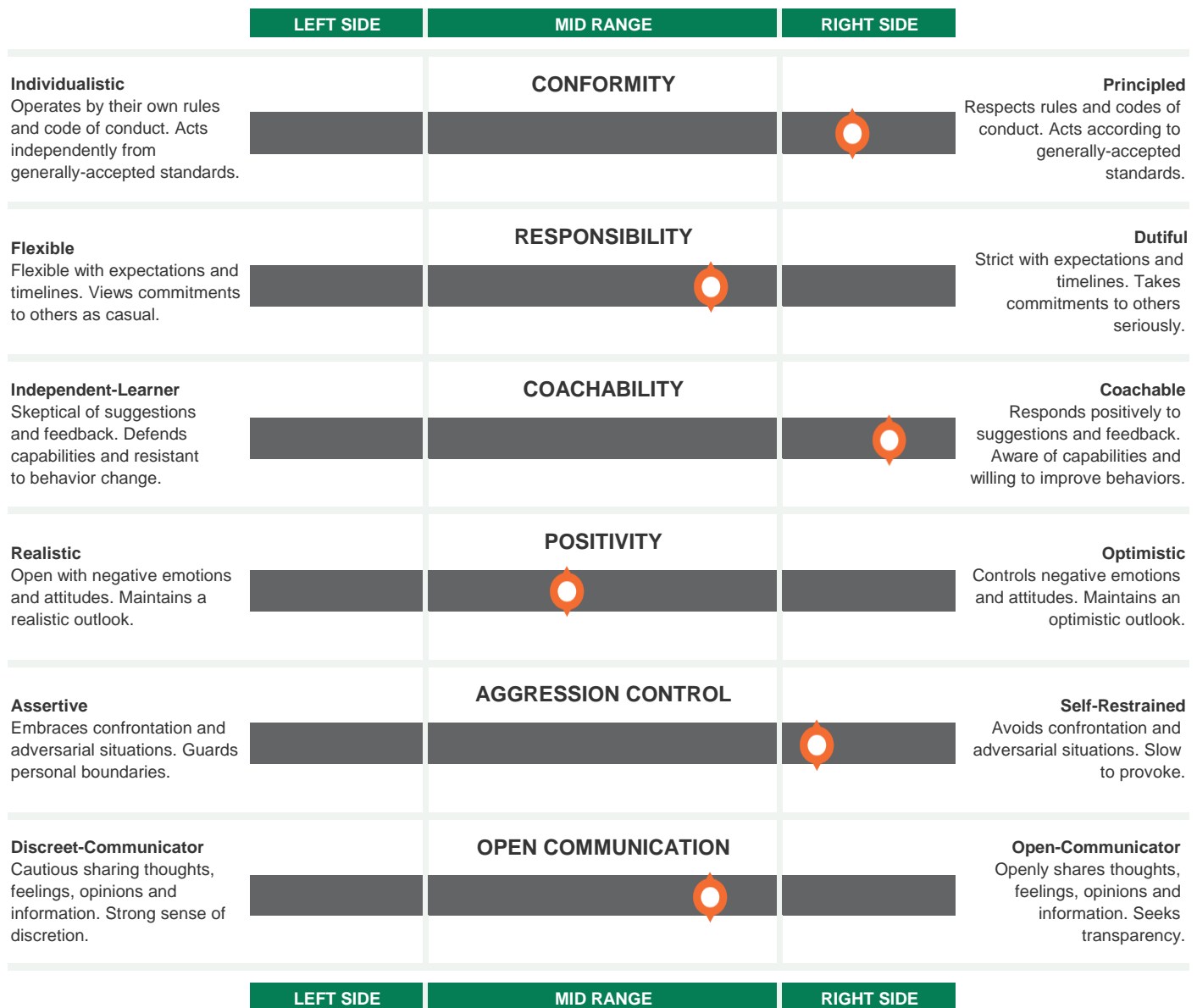




### Introduction

- This report is a summary of your work values and attitude profile calculated from the assessment.
- 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 self-awareness and actively managing counterproductive behaviors.

### Your Work Values Profile:



**Marker:**  
 Represents your 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.

## Conformity

### Individualistic

Operates by their own rules and code of conduct. Acts independently from generally-accepted standards.



### Principled

Respects rules and codes of conduct. Acts according to generally-accepted standards.

### You scored on the Right Side

This dimension measures the degree to which a person respects rules and generally-accepted standards. People who score on the right side tend to uphold rules and act according to generally-accepted standards of behavior.

#### Positive aspects related to how you scored:

- You believe in following rules and standards.
- You place a high importance on trust.
- You take your own reputation seriously.
- You are seen as ethical and honorable.

#### Potential challenges & self-coaching tips:

- Make an effort to recognize when rules or codes of conduct are not appropriate for the situation and should be adapted or revised.
- Be mindful of when you may be too trusting of others and should take a more cautious approach. Remember that some people place less emphasis on ethics, principles or honesty.
- At times you may be overly protective of your reputation. Keep in mind that you can't always control people's perceptions of you.

## Responsibility

### Flexible

Flexible with expectations and timelines. Views commitments to others as casual.



### Dutiful

Strict with expectations and timelines. Takes commitments to others seriously.

### You scored in the Mid Range

This dimension measures the degree to which a person is driven to meet others' expectations and timelines. People who score in the mid range usually follow through on timelines and commitments.

#### Positive aspects related to how you scored:

- You follow plans and timelines under typical circumstances.
- You are comfortable changing plans when needed.
- You generally complete tasks.
- You are usually seen as reliable.

#### Potential challenges & self-coaching tips:

- Negotiate to adjust goals and commitments when you think they are unrealistic.
- Be careful that you are not over-committing yourself and ignoring your own needs.
- If you're unable to fulfill your commitments, think about what you can do to improve your reliability in the future.

## Coachability

### Independent-Learner

Skeptical of suggestions and feedback. Defends capabilities and resistant to behavior change.



### Coachable

Responds positively to suggestions and feedback. Aware of capabilities and willing to improve behaviors.

### You scored on the Right Side

This dimension measures the degree to which a person responds positively to suggestions and is motivated to improve behavior. People who score on the right side tend to respond positively to suggestions for improvement and are highly willing to change behavior.

#### Positive aspects related to how you scored:

- You seek suggestions for improvement.
- You are aware of your own capabilities and limitations.
- You are open to changing behaviors.
- You are motivated by self-development.

#### Potential challenges & self-coaching tips:

- Usually a manager knows best, but not always. Feel free to seek a second opinion when needed.
- Make an effort to think about what you are doing well before focusing on areas for improvement.
- Try to set realistic standards for your self-development. Some tasks or responsibilities may not be best suited to you and you are better off delegating these to others.

## Positivity

### Realistic

Open with negative emotions and attitudes. Maintains a realistic outlook.



### Optimistic

Controls negative emotions and attitudes. Maintains an optimistic outlook.

### You scored in the Mid Range

This dimension measures the degree to which a person controls negative emotions and maintains an optimistic outlook. People who score in the mid range usually control negative emotions and attitudes.

#### Positive aspects related to how you scored:

- You control negative feelings in typical situations.
- You typically maintain an optimistic outlook.
- You notice potential downsides to plans or ideas.
- You are generally seen as a cooperative team member.

#### Potential challenges & self-coaching tips:

- Try to offer constructive suggestions for improvement to others.
- Let others know when you're feeling stressed or discouraged since you may not show it.
- When you sense potential downsides to plans or ideas, don't hesitate to voice these concerns but be careful to use constructive language.

## Aggression Control

### Assertive

Embraces confrontation and adversarial situations. Guards personal boundaries.



### Self-Restrained

Avoids confrontation and adversarial situations. Slow to provoke.

### You scored on the Right Side

This dimension measures the degree to which a person is motivated to avoid confrontation or adversarial interactions. People who score on the right side tend to avoid confrontation and are slow to provoke.

#### Positive aspects related to how you scored:

- You keep your emotions under control.
- You handle stress or conflict without becoming agitated or angered.
- You are not easily provoked or offended.
- You are patient and understanding with others.

#### Potential challenges & self-coaching tips:

- Make sure that you are assertive and firm if someone crosses an important boundary with you.
- Sometimes you may need to express frustration so others can understand your perspective.
- Practice conflict resolution skills to become more comfortable initiating difficult conversations when needed. Remember that disagreements can be necessary for growth and productivity.

## Open Communication

### Discreet-Communicator

Cautious sharing thoughts, feelings, opinions and information. Strong sense of discretion.



### Open-Communicator

Openly shares thoughts, feelings, opinions and information. Seeks transparency.

### You scored in the Mid Range

This dimension measures the degree to which a person openly shares thoughts, feelings, opinions and information. People who score in the mid range are usually willing to share with others.

#### Positive aspects related to how you scored:

- You are willing to share your thoughts and opinions.
- You are comfortable communicating with familiar people.
- You do not require full transparency from others.
- You are generally seen as approachable.

#### Potential challenges & self-coaching tips:

- Be mindful of situations when confidentiality or discretion is required. Sometimes it is not appropriate to be completely open and transparent.
- Share your thoughts and ideas with others, even when you aren't sure how they will be received.
- Remember that other people may be more private than you. Try not to take it personally if someone doesn't communicate as openly with you.

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**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*

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**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*

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