



# AVP REPORT

Attitude, Values, Personality



## EMPLOYER REPORT

For Hiring, Training & Coaching

**Kelly Sample**

sample@email.com

**Benchmark - Emergency Communications Operator**





Overall Fit Score:  
**Emergency  
Communications Operator**

**76**

- Green indicates a **good fit**
- Yellow indicates a **possible fit**
- Red indicates a **low fit**

Validity Category:

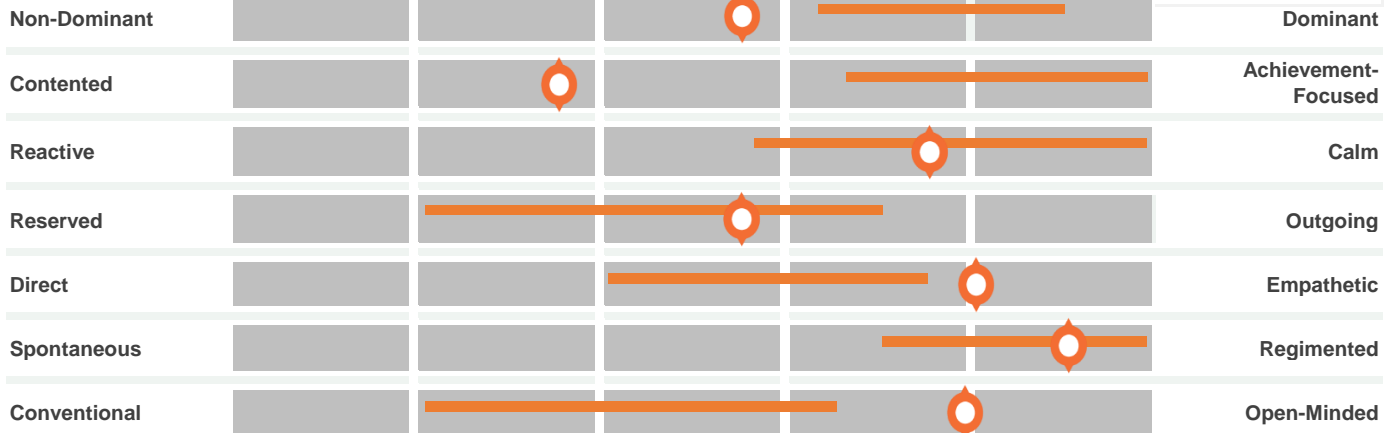
**Acceptable**

**WORKSTYLE**

Regimented      Contented      Empathetic

LEFT SIDE      MID LEFT      MID RANGE      MID RIGHT      RIGHT SIDE

< These are the most extreme scores from this section



**WORK VALUES**

Average Coachability      High Conformity      High Aggression Control

LOW RANGE      AVERAGE RANGE      HIGH RANGE

< These are the most extreme scores from this section



**SAFETY**

Cautious      Focused      Calm

LEFT SIDE      MID RANGE      RIGHT SIDE

< These are the most extreme scores from this section

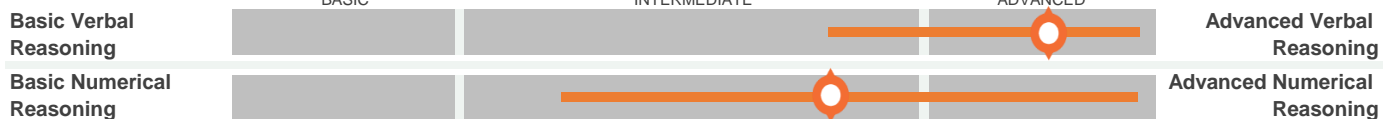


**BUSINESS REASONING**

Advanced Verbal Reasoning      Intermediate Numerical Reasoning

BASIC      INTERMEDIATE      ADVANCED

< These are the most extreme scores from this section



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:

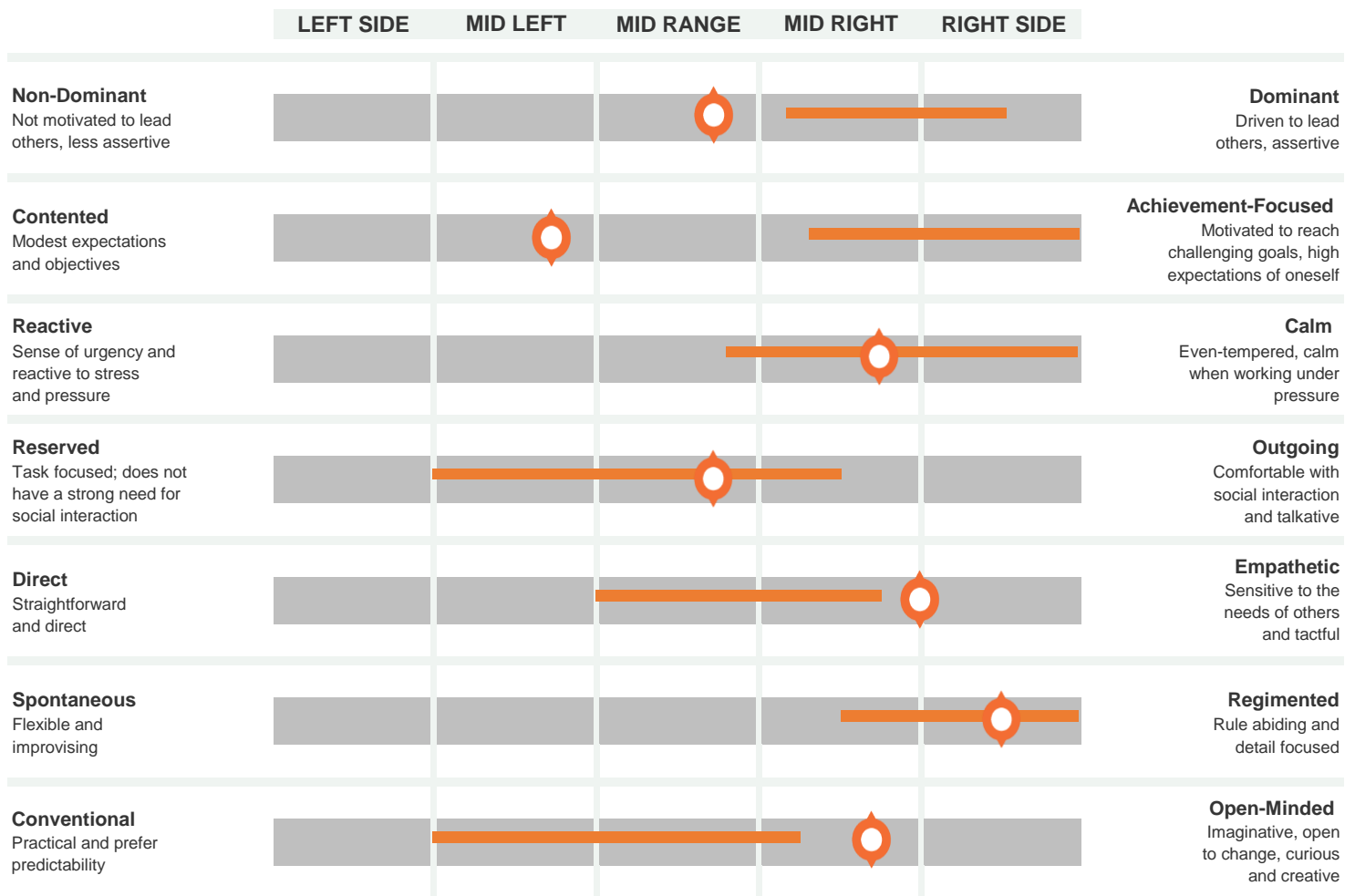
**Regimented**

**Contented**

**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.

### 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

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

#### Empathetic

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

#### Contented

- 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

#### Open-minded

- Open to change and new ideas
- Able to think in 'big picture' terms
- Willing to experiment with new tools and methods
- Good at finding creative solutions to problems

## POTENTIAL CHALLENGES

### Management considerations related to how Kelly Sample scored:

#### Regimented

- Does not require close supervision
- Will be highly organized and detail-oriented
- Should be given clearly defined responsibilities, goals and targets
- May need extra time to adapt to changes in goals or processes

#### Open-minded

- Should be given the opportunity to try new approaches to tasks
- Should be included in brainstorming or strategizing
- Would enjoy facing new challenges
- Will be comfortable adapting to change and taking risks

#### 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

#### Empathetic

- 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



## 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?
- 

## 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?
- 

## Open-minded

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

- Tell me about a time when you had to do a tedious task or set of tasks. What was the situation and what did you do?
  - Give me an example of a time 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?
- 

## Empathetic

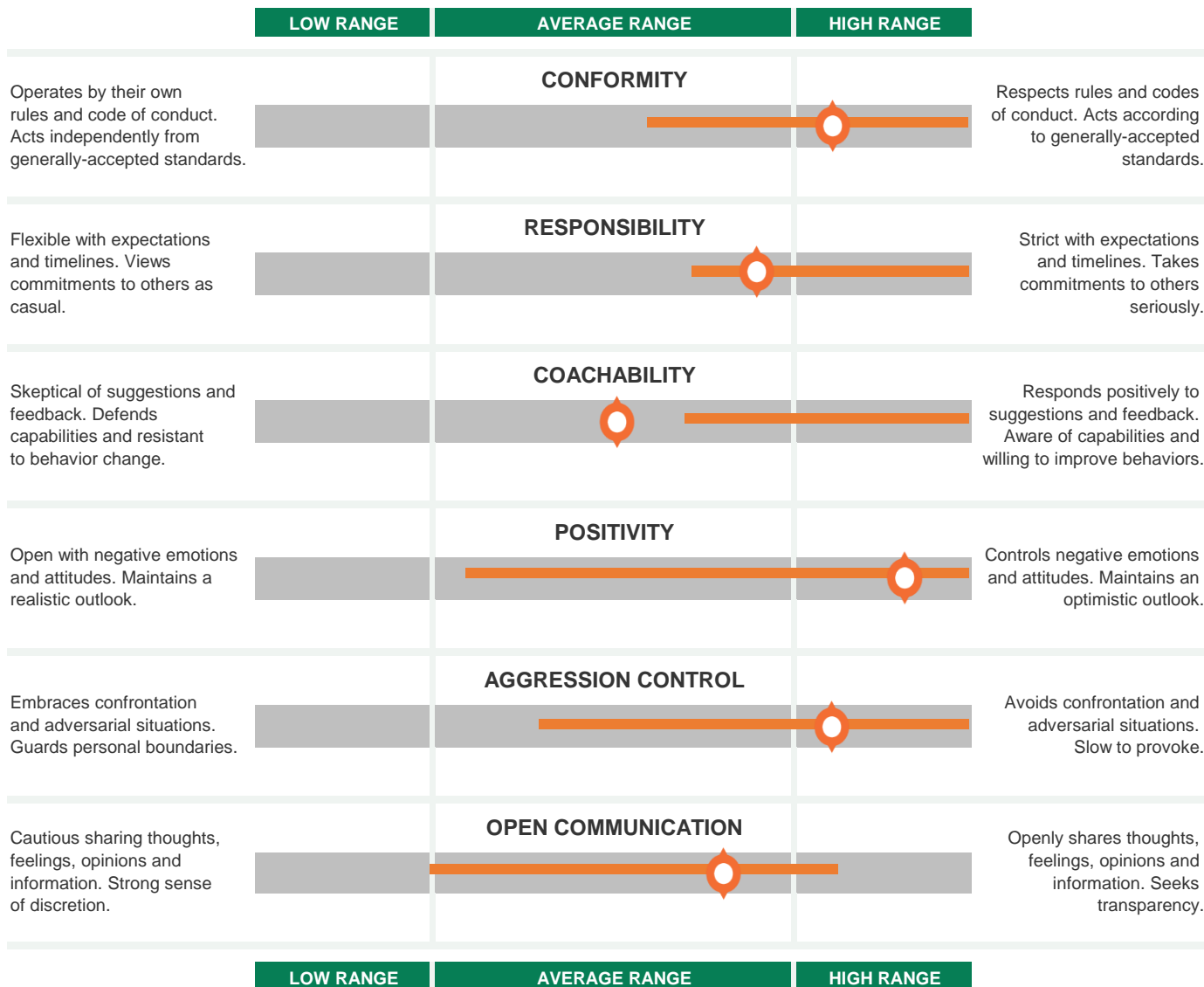
### Interview Questions: Suggested questions to probe into this area to assess 'fit':

- Sometimes customers or co-workers make unreasonable requests. Describe a time when someone made an especially unreasonable request to you. How did you handle this situation?
  - Tell me about a 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?
-

## 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":
- 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.

### 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:

#### Average Communication

- Willing to share thoughts and opinions
- Comfortable communicating with familiar people
- Does not require full transparency from others
- Generally seen as approachable

#### Average Responsibility

- Follows plans and timelines under typical circumstances
- Comfortable changing plans when needed
- Generally completes tasks
- Usually seen as reliable

#### High Positivity

- Sees the upside to situations and new ideas
- Maintains an optimistic attitude
- Has an encouraging impact on others
- Seen as a cooperative team member

#### High Conformity

- Follows rules and standards
- Places high importance on trust
- Takes their own reputation seriously
- Seen as ethical and honorable

## POTENTIAL CHALLENGES

### Management considerations related to how Kelly Sample scored:

#### 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

#### High Conformity

- May hesitate to question the rules when it is appropriate to do so
- May be overly protective of their reputation as a good worker
- May need help recognizing when they may be too trusting of others and should take a more cautious approach

#### High Aggression Control

- May be too passive in situations when they should assert themselves
- May avoid addressing interpersonal conflict
- May need to be encouraged to confront unacceptable behavior

#### Average Responsibility

- May sometimes struggle with punctuality or follow-through with commitments to others
- May become discouraged when they are not able to fulfill their commitments
- May benefit from focusing on responsibilities and tasks that they can consistently succeed in completing



## 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?
- 

## High Aggression Control

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

- Tell me about a time that you demonstrated patience and understanding with a customer or coworker. What was the situation, what did you do, and what was the result?
  - Describe a situation when someone at work crossed a personal boundary with you. What was the situation, and how did you handle it?
- 

## High Conformity

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

- Describe a challenging time when you maintained a high standard of ethics. What was the situation, what did you do, and what were the results?
  - Tell me about a work situation when you recognized that someone was trying to trick you or take advantage of you. What was the situation, and how did you handle 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 your actions.
  - Sometimes we're given deadlines that are too short. Tell me about a time when you needed extra time to complete a task.
-



## 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:**

**57**

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

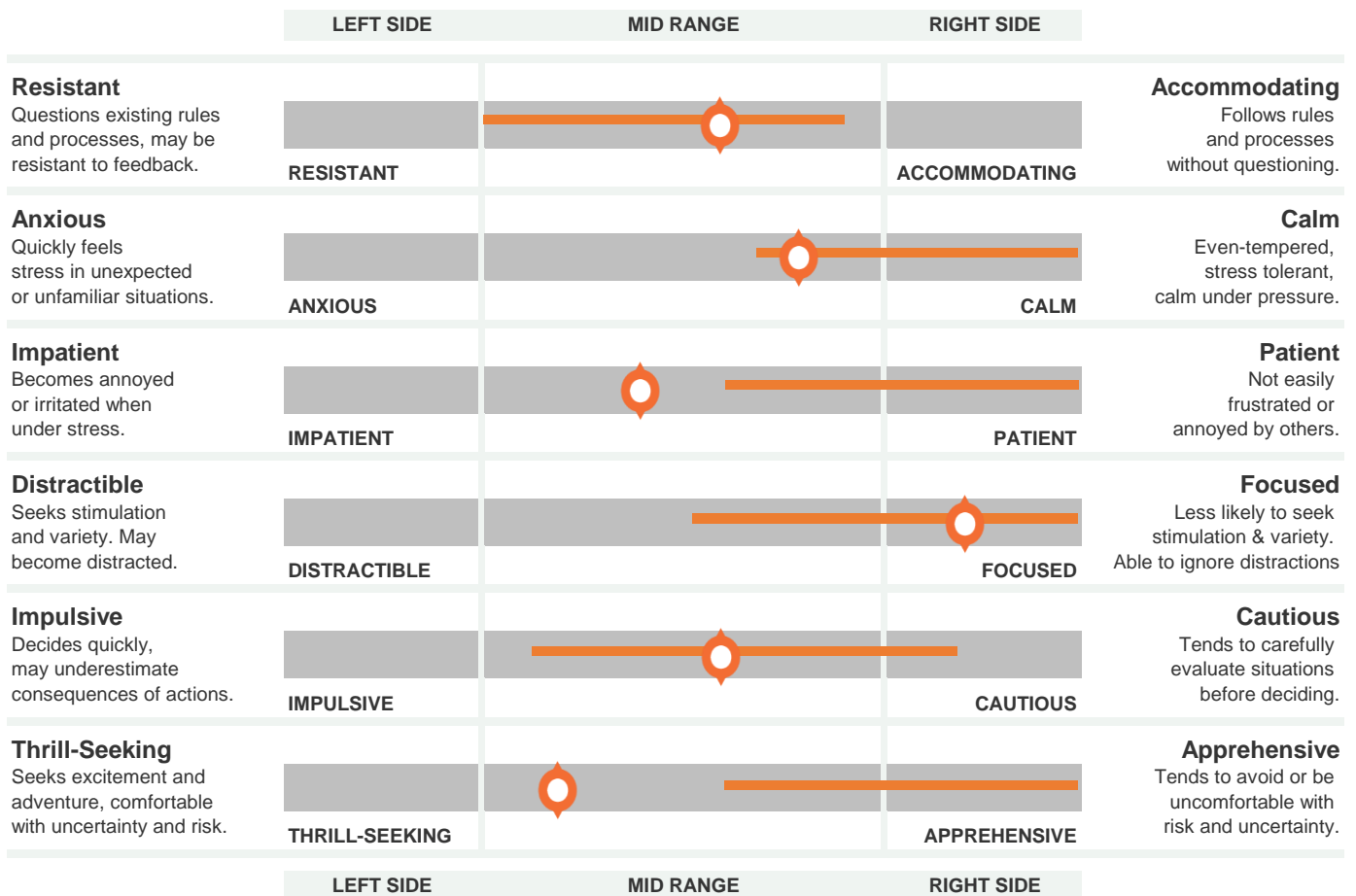
**Cautious**

**Focused**

**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 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.



## STRENGTHS

### Positive aspects related to how Kelly Sample scored:

#### Thrill-Seeking

- 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

#### Calm

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

#### Cautious

- Able to take quick action in unusual situations
- Will consider possible negative consequences of actions
- Not likely to make quick decisions

#### 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

## POTENTIAL CHALLENGES

### Management considerations related to how Kelly Sample scored:

#### 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

#### 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

#### 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

## 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?
- 

## 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.
- 

## 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.
- 

## 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?
-

## Business Reasoning Defined

This is a summary of Business Reasoning abilities calculated from the assessment. When reviewing results:

- 1) Consider the participant's position
- 2) Consider the level of business reasoning complexity required for success

## Results Summary - Kelly Sample

### Verbal Reasoning Ability

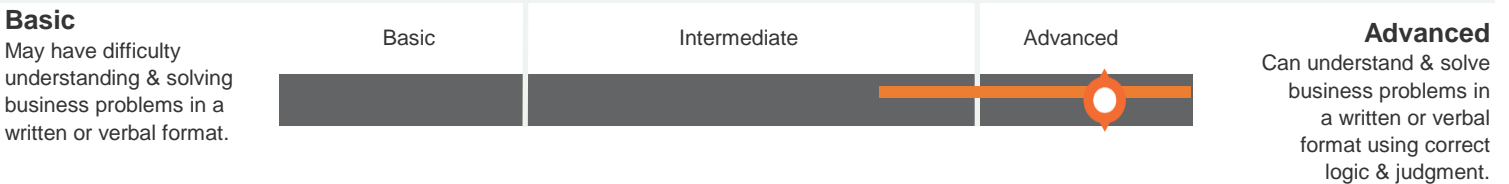
Advanced

### Numerical Reasoning Ability

Intermediate

## Detailed Results

### VERBAL REASONING ABILITY



**Kelly Sample has an Advanced understanding of verbal reasoning with a percentile rank of 89.**

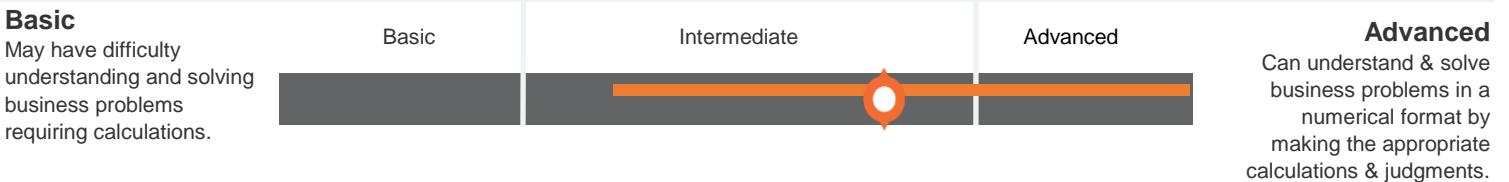
#### Job Performance Considerations:

- Would not need assistance solving day-to-day scenarios requiring logic and reasoning
- Would be able to make correct judgments from written information
- Would be a good contributor to solving team challenges

#### Suggested Interview Questions to Determine 'Fit':

- Describe a time when there was a complex document that you had to understand and then make recommendations based on your understanding. What was the situation and what was the result of your recommendations?

### NUMERICAL REASONING ABILITY



**Kelly Sample has an Intermediate understanding of numerical reasoning with a percentile rank of 65.**

#### Job Performance Considerations:

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

#### Suggested Interview Questions to Determine 'Fit':

- Tell me about a particularly challenging time when you were asked to analyze numerical data and then make recommendations. What process did you use to draw your conclusions?

TalentClick's employee assessment solutions provide actionable business intelligence to help you build happier, safer, and more productive teams. Our unlimited-use subscriptions include ANY or ALL of the following reports, so you can test all your employees or applicants for one affordable price.

**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**

Contact Us at [info@talentclick.com](mailto:info@talentclick.com) | 1 (877) 723-3778