



# AVP REPORT - Sales

Attitude, Values, Personality



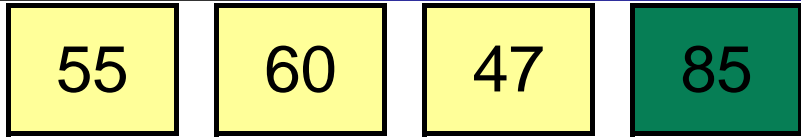
## EMPLOYER REPORT

For Hiring, Training & Coaching

**Kelly Sample**

- Participant Email - [ksample@mail.com](mailto:ksample@mail.com)





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

Validity

Acceptable

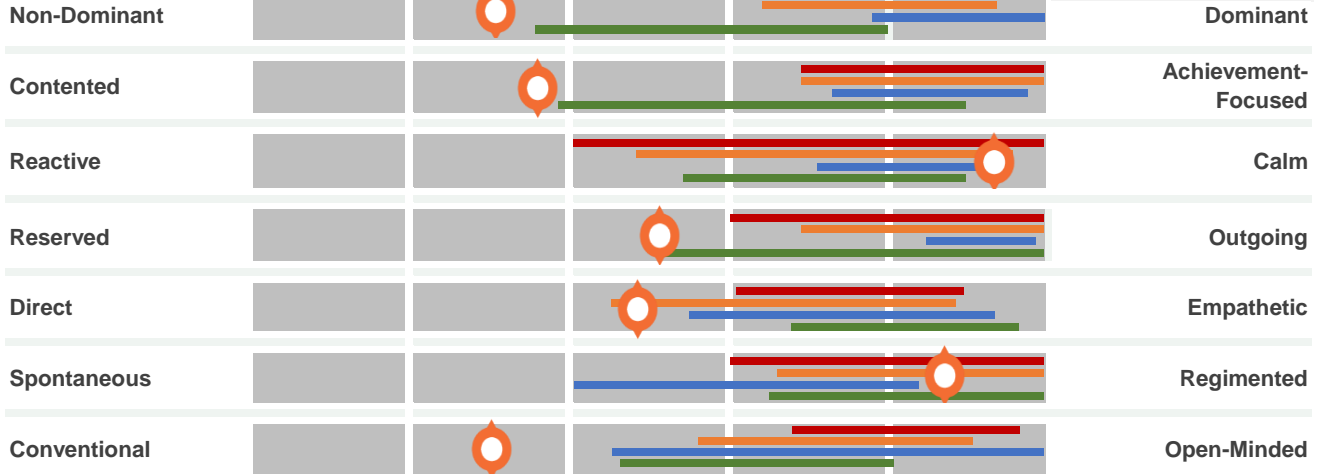
Account Manager    Outbound Sales    Sales Manager    Customer Service Rep

WORKSTYLE

Calm    Regimented    Conventional

LEFT SIDE    MID LEFT    MID RANGE    MID RIGHT    RIGHT SIDE

< These are the most extreme scores from this section

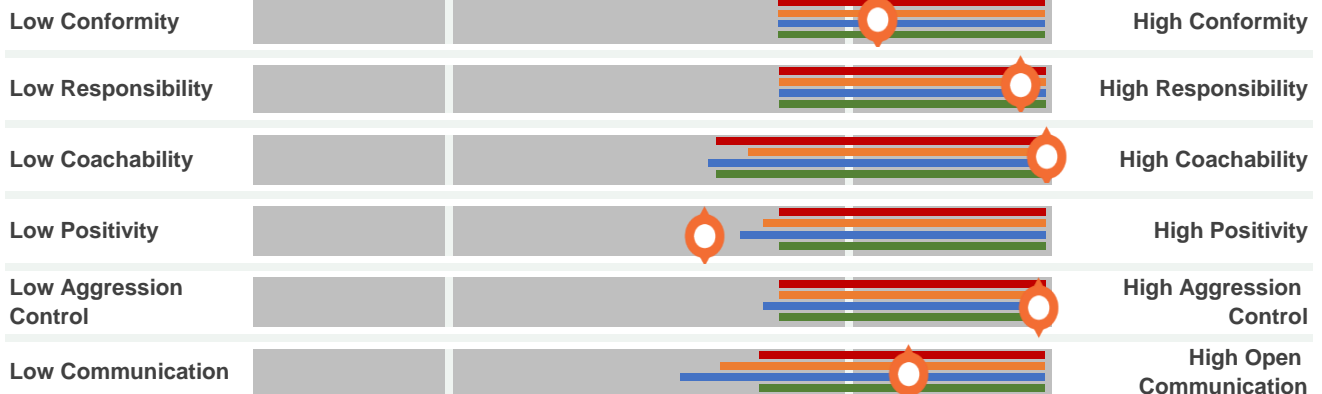


WORK VALUES

High Coachability    High Aggression Control    High Responsibility

LOW RANGE    AVERAGE RANGE    HIGH RANGE

< These are the most extreme scores from this section

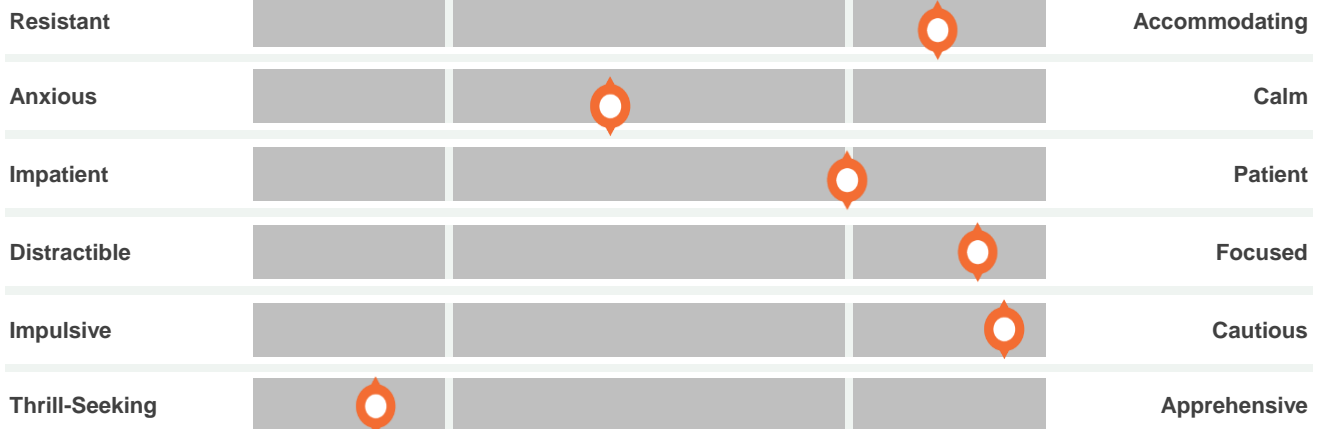


SAFETY

Cautious    Focused    Accommodating

LEFT SIDE    MID RANGE    RIGHT SIDE

< 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; don't 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:

Calm

Regimented

Conventional

*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.

### Legend:

- Account Manager ■
- Outbound Sales ■
- Sales Manager ■
- Customer Service Rep ■

## STRENGTHS

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

#### Calm

- Even-keeled and calm
- Stress tolerant
- Non-reactive to typical work pressure
- Able to persist and stay optimistic

#### Conventional

- Would follow a practical and realistic approach
- Will adhere to using proven methods
- Able to stay focused while doing repetitive tasks
- Comfortable focusing on details

#### Regimented

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

#### Non-Dominant

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

## POTENTIAL CHALLENGES

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

#### Conventional

- Can be counted on to adhere to guidelines and policies
- May need extra time to adapt to change
- Will benefit from knowing the reasons for change
- May need reassurance when required to take risks

#### Calm

- May need prompting to react immediately to complex issues
- May not openly show enthusiasm and appreciation
- Will likely not appreciate others over-reacting to minor issues or threats
- May not display a sense of urgency

#### 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

#### 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

## Conventional

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

- Tell me about a time when you had to adapt to a drastic or rapid change at work. What was the change and what did you do to adapt to it?
  - Have you recently pursued any opportunities to improve your skills? How did you learn about these opportunities? What actions did you take to pursue them?
- 

## 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?
- 

## Calm

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

- Give me an example of a situation where you recognized that you had to take urgent action. What was the situation and what did you do?
  - 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?
- 

## Contented

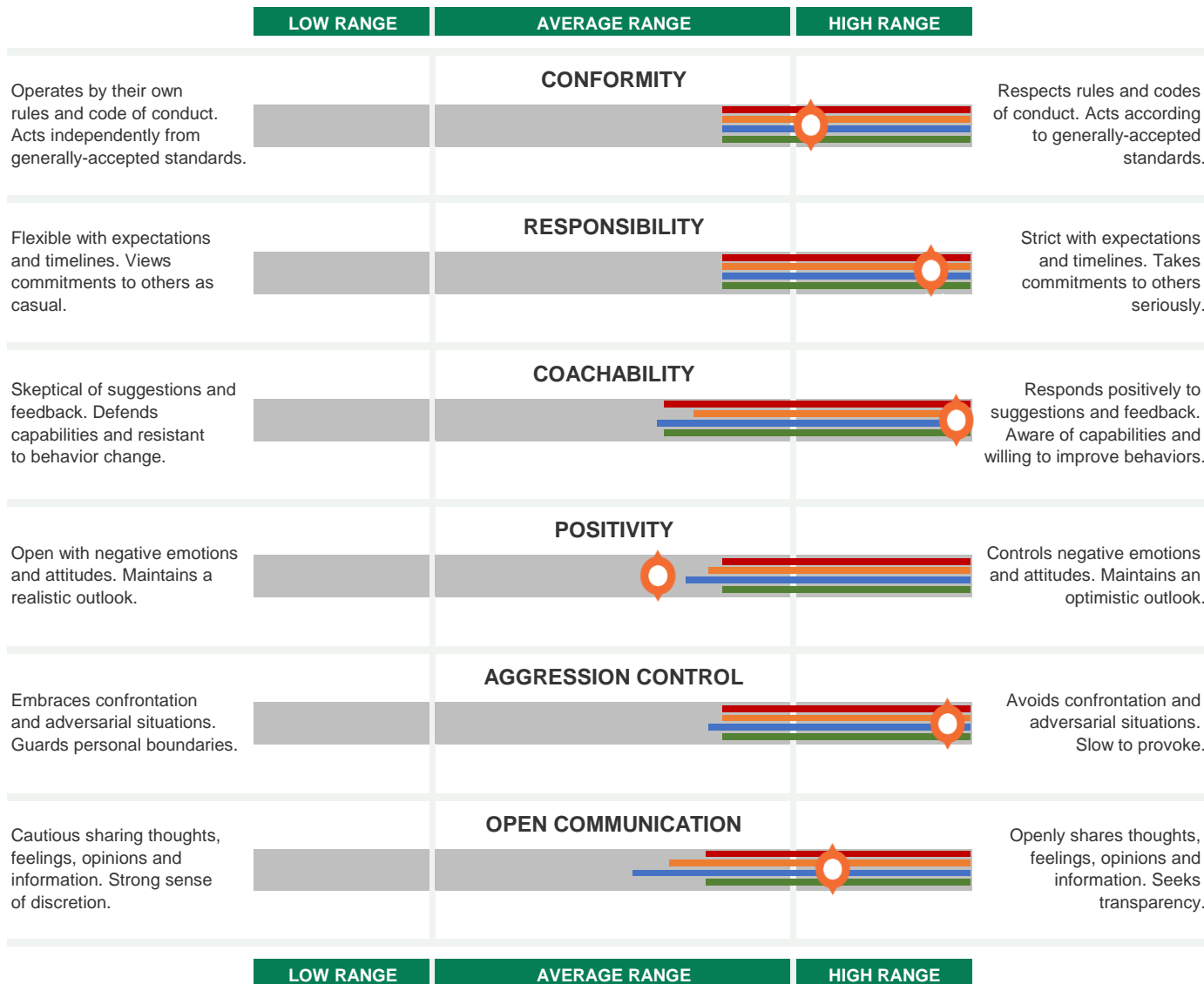
### Interview Questions: Suggested questions to probe into this area to assess 'fit':

- 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":
- 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.

**Legend:**

- Account Manager ■
- Outbound Sales ■
- Sales Manager ■
- Customer Service Rep ■

## STRENGTHS

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

#### High Coachability

- Seeks suggestions for improvement
- Aware of own capabilities and limitations
- Open to changing behaviors
- Motivated to improve

#### High Responsibility

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

#### High Aggression Control

- Keeps emotions under control
- Handles stress or conflict without becoming agitated or angered
- Not easily provoked or offended
- Seen as patient and understanding with others

#### High Open Communication

- Readily trust others with information
- Initiates communication with others
- Embraces knowledge-sharing and collaboration
- Seen as approachable and 'easy-to-talk-to'

## POTENTIAL CHALLENGES

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

#### 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

#### High Open Communication

- May be tempted to communicate rather than take action
- May require a high degree of transparency and information-sharing
- May need to be reminded of times when confidentiality and discretion are required

#### 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 Responsibility

- May become discouraged when they are not able to meet their commitments to others
- May over-commit themselves to others and ignore their own needs
- May need to be reminded when plans are flexible and need to adjust to changing circumstances



## 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?
- 

## 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?
- 

## High Open Communication

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

- Give me an example of a time when you demonstrated the ability to be open and transparent with your coworkers. What was the situation, and what were the results of your actions?
  - Sometimes we have to withhold information at work. Tell me about a time when you didn't share information with your coworkers or customers because it was the right thing to do.
- 

## High Responsibility

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

- Tell me about a time when you put in a lot of effort to get something done on time. What was the situation, and what did you do?
  - Describe a situation when you weren't able to meet a commitment to a customer or coworker. What was the situation, and how did you handle 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

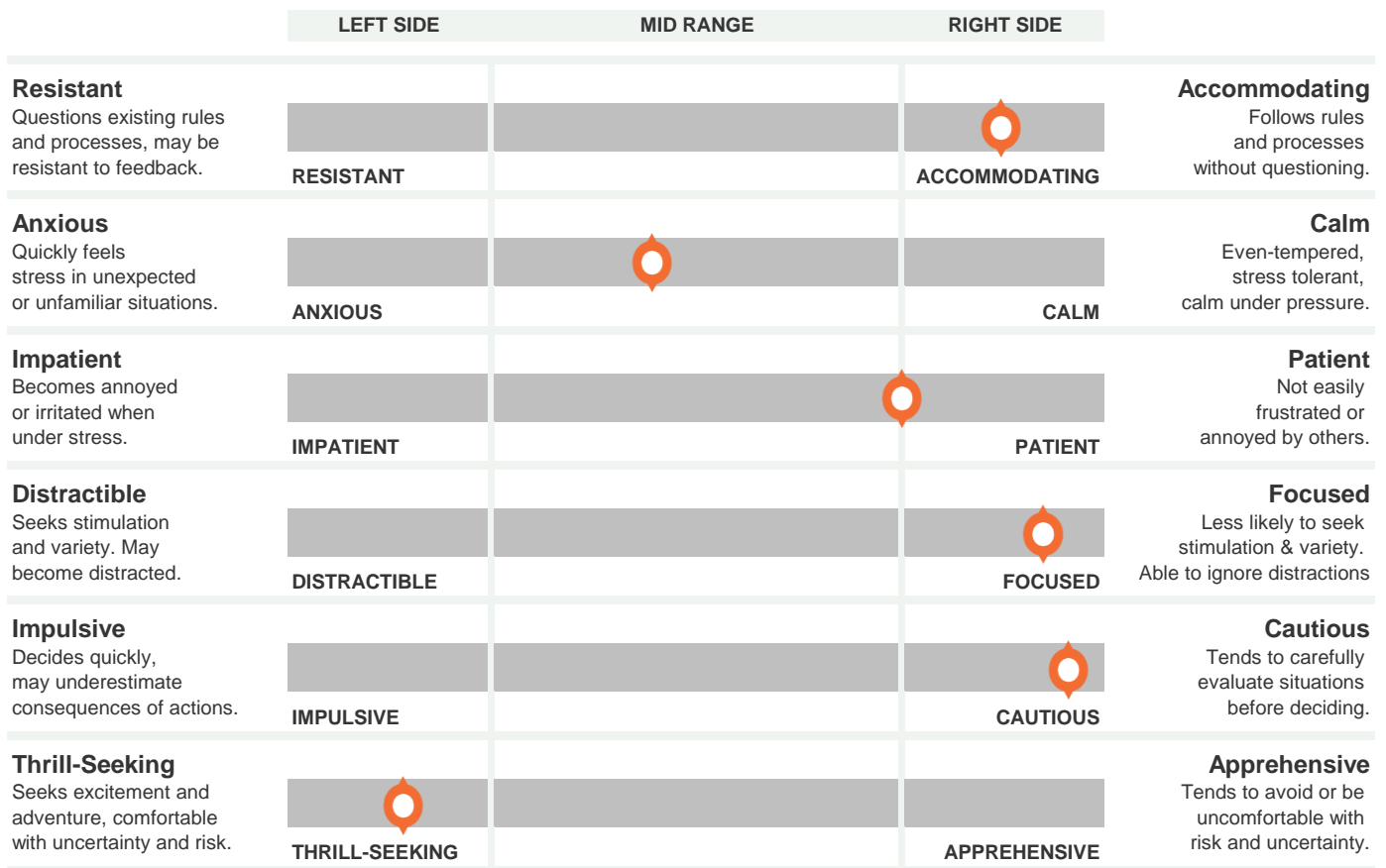
**Cautious**

**Focused**

**Accommodating**

*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:**

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**Legend:**

- Account Manager ■
- Outbound Sales ■
- Sales Manager ■
- Customer Service Rep ■



## STRENGTHS

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

#### Cautious

- Will consider potential consequences of actions
- Would carefully consider options when making decisions
- Would not require frequent compliance monitoring

#### Accommodating

- Will accept and follow existing rules and procedures
- Open to hearing feedback and coaching
- Accepts changes in procedures or re-training

#### 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

#### Patient

- Would respond well to positive feedback
- Will likely be even-tempered under typical job stress
- Will generally be a supportive team member

## POTENTIAL CHALLENGES

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

#### Thrill-Seeking

- May benefit from relying on other team members to identify unnecessary risks
- May not recognize when risks should not be tolerated
- May become restless or bored with tasks that he/she has already mastered

#### 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

#### 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

#### Accommodating

- May hesitate to stop and question things
- May “blindly” follow rules even when standard procedures aren’t appropriate
- May hesitate to point out areas for improvement



## Thrill-Seeking

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

- Give me an example of a time when you became bored or restless in a job. What was the situation and what did you do?
  - 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?
- 

## 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 had to make a quick decision about something and made a mistake as a result. What was the situation and how did it turn out?
- 

## 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 shared an idea to improve safety. What was the situation and what was your idea?
-

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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*

**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.



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**Online Training Courses**



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