

LP+

Leadership Profile +



EMPLOYER REPORT For Hiring, Training & Coaching

Kelly Sample

kelly@email.com

Benchmark: Leadership

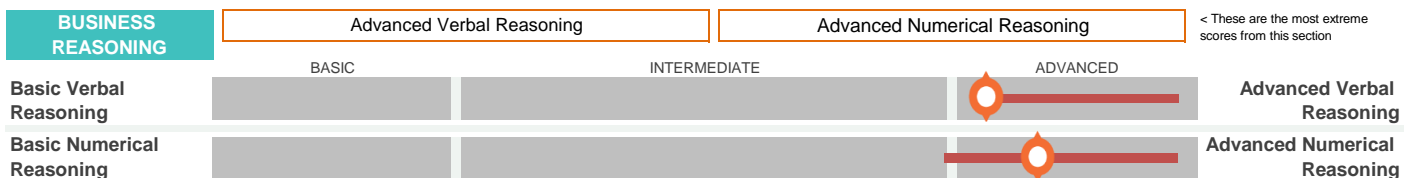
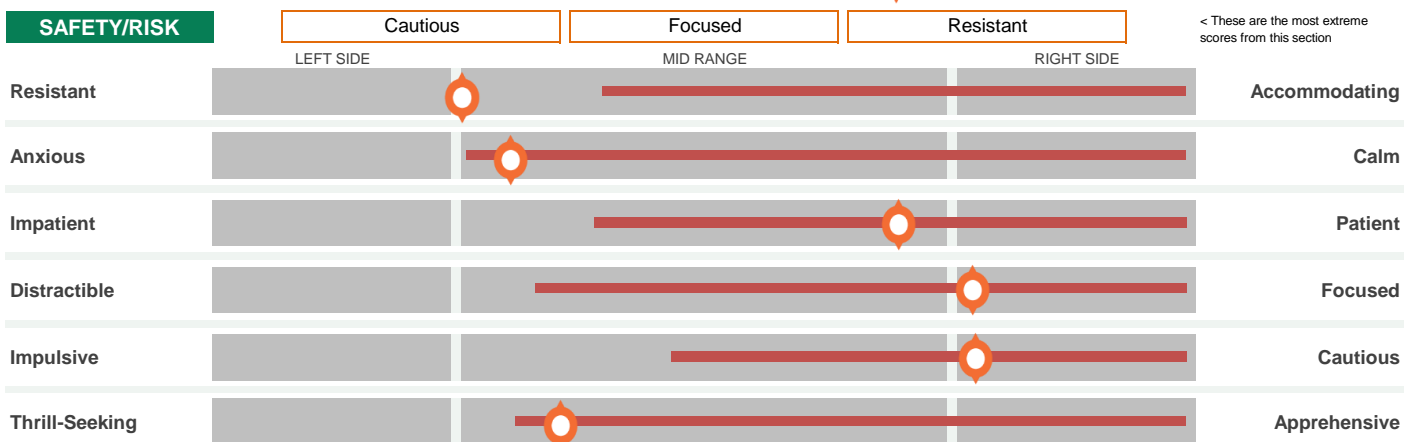
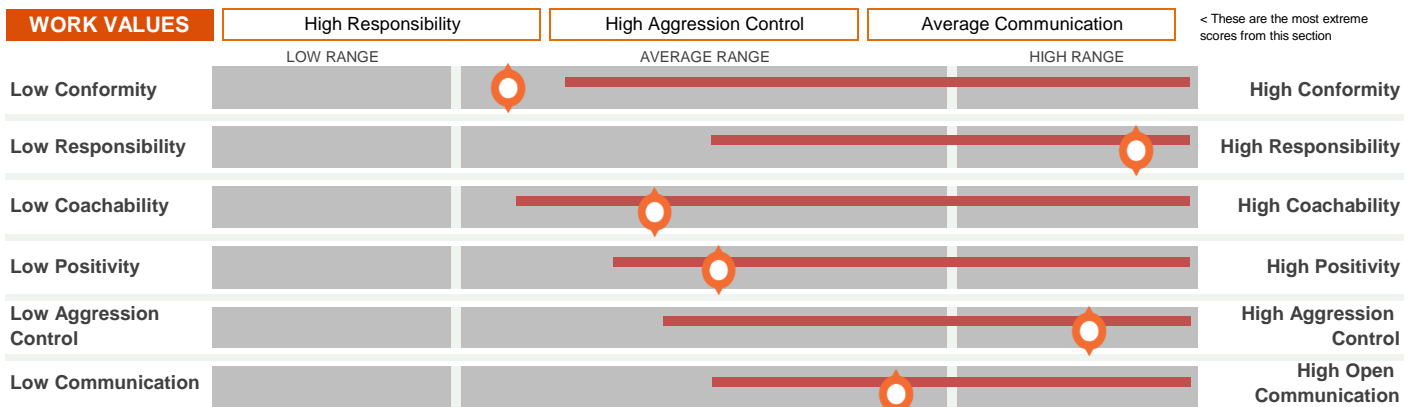
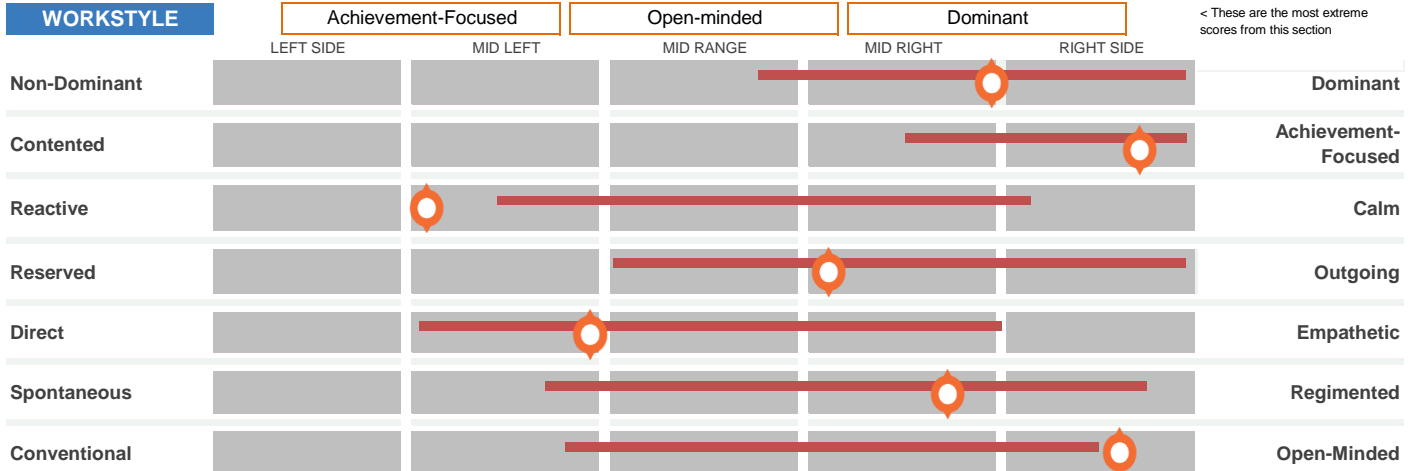
LP+



96

- Good fit
- Possible fit
- Low fit

Validity Category: **Acceptable**



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.

Resistant



Accommodating

Area 1: Kelly Sample scored OUTSIDE THE BENCHMARK on Resistant vs. Accommodating

Ask one or more of the following questions:

• 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?

Reactive



Calm

Area 2: Kelly Sample scored OUTSIDE THE BENCHMARK on Reactive vs. Calm

Ask one or more of the following questions:

• 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?

Low Conformity



High Conformity

Area 3: Kelly Sample scored OUTSIDE THE BENCHMARK on Conformity

Ask one or more of the following questions:

• 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?

Conventional



Open-minded

Area 4: Kelly Sample scored OUTSIDE THE BENCHMARK on Conventional vs. Open-minded

Ask one or more of the following questions:

• 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?

• Tell me about a time when you had to put something complex into writing and make sure that your message was understood. What was the situation and what did you do?

Resistant



Accommodating

Area 1: Kelly Sample scored OUTSIDE THE BENCHMARK on Resistant vs. Accommodating

Positive aspects related to this score:

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

Management Considerations and Coaching Tips:

- 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

Reactive



Calm

Area 2: Kelly Sample scored OUTSIDE THE BENCHMARK on Reactive vs. Calm

Positive aspects related to this score:

- Shows a sense of urgency
- Self-aware
- Reactive to stress and pressure
- Takes tasks seriously

Management Considerations and Coaching Tips:

- 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

Low Conformity



High Conformity

Area 3: Kelly Sample scored OUTSIDE THE BENCHMARK on Conformity

Positive aspects related to this score:

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

Management Considerations and Coaching Tips:

- May ignore or bend the rules if they see it as a way to get something urgent done
- May not always recognize when rules do not apply to a situation
- May need occasional reminders to recognize what is best for the overall team

Conventional



Open-minded

Area 4: Kelly Sample scored OUTSIDE THE BENCHMARK on Conventional vs. Open-minded

Positive aspects related to this score:

- Willing to experiment with new tools and methods
- Thinks strategically
- Open to change and new ideas
- Good at finding creative solutions to problems

Management Considerations and Coaching Tips:

- 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

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:

Achievement-Focused

Open-minded

Dominant

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

Summary of Kelly Sample's 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.

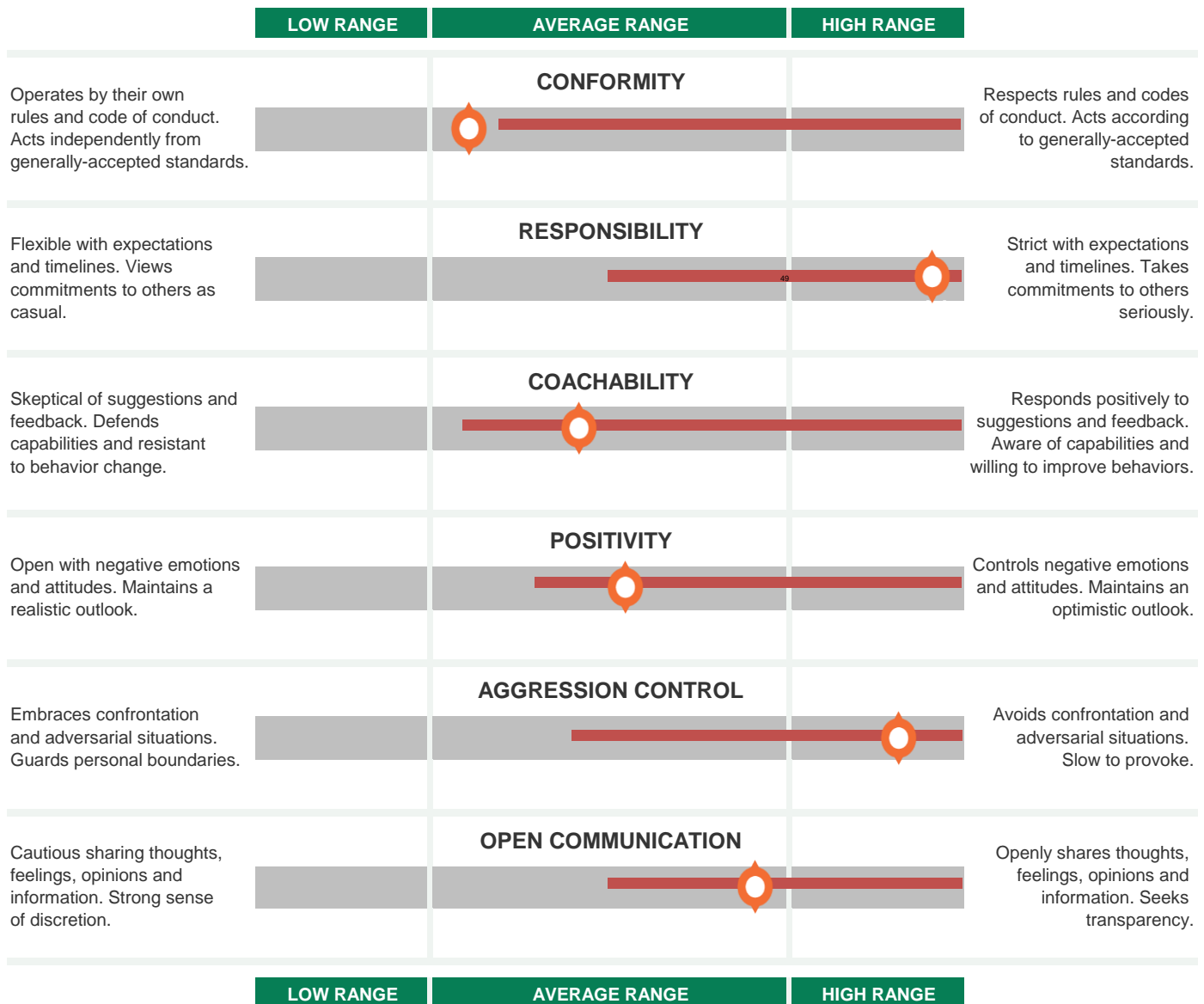
Disclaimer:

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.

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.

Summary of Kelly Sample's 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.

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:

53

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

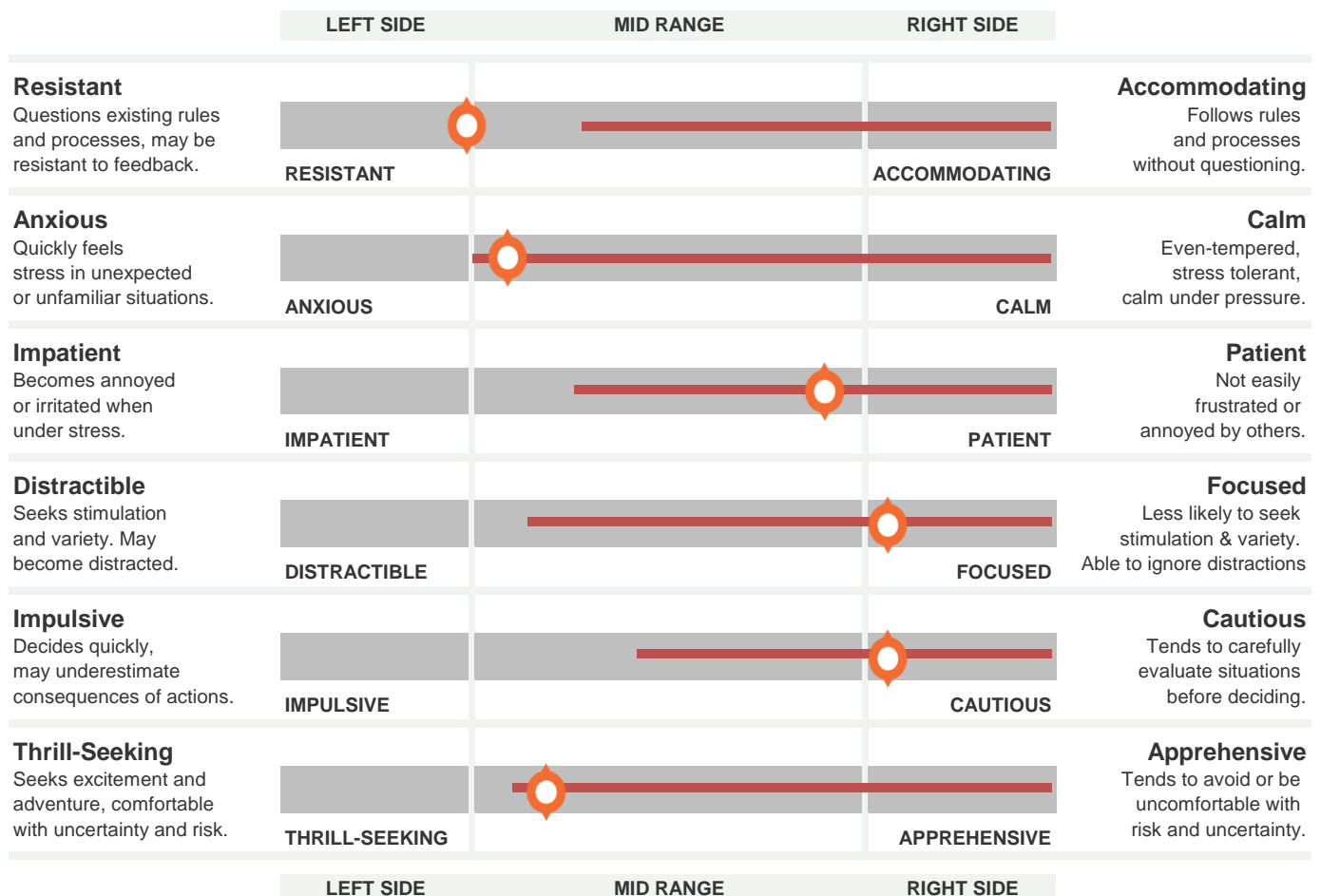
Cautious

Focused

Resistant

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

Summary of Kelly Sample's 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:

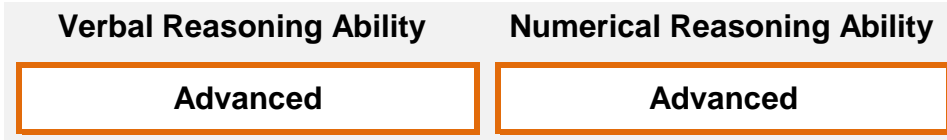
We cannot predict the occurrence of specific incidents, but only the probability that people will engage in behaviors that increase the likelihood of incidents. These assessment results should always be considered in the context of all available information about a person; do not use this as the sole factor for making employment-related decisions.

Business Reasoning Defined

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

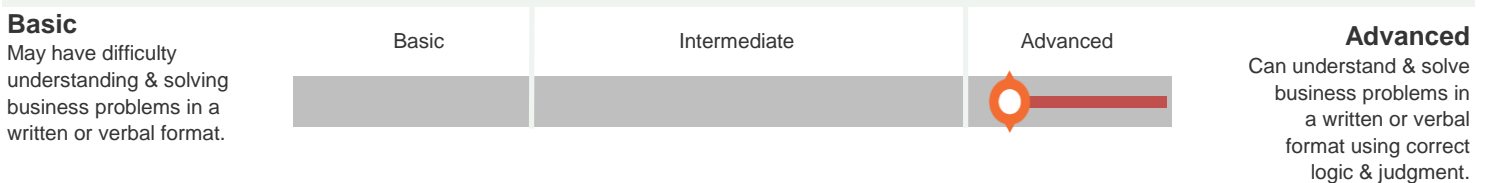
- 1) Consider the participant's position
- 2) Consider the level of business reasoning complexity required for success

Summary of Kelly Sample's results:



Detailed Results

VERBAL REASONING ABILITY



Kelly Sample has an Advanced understanding of verbal reasoning with a percentile rank of 80.

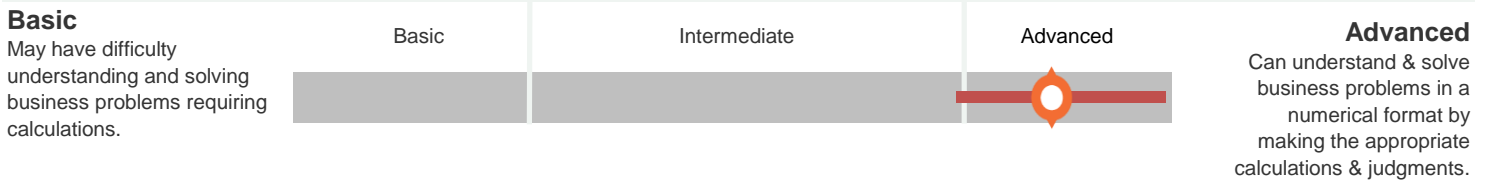
Positive aspects related to this score:

- Able to independently process complex written information
- Compiles and categorizes written information correctly
- Uses logic and reasoning to analyze written information
- Solves problems by independently by correctly evaluating written material

Management Considerations and Coaching Tips:

- 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

NUMERICAL REASONING ABILITY



Kelly Sample has a Highly Advanced understanding of numerical reasoning with a percentile rank of 85.

Positive aspects related to this score:

- Can compile and categorize numerical information correctly
- Able to logically process numerical data
- Can analyze numerical data to inform judgements
- Able to make calculations and reach sound decisions independently

Management Considerations and Coaching Tips:

- 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

Conflict Management Styles Defined

Collaborating - Works to find a 'win-win' solution where both parties reach their objectives.


Obliging - Resolves conflict by 'giving in' and letting the other party have its way.

Dominating - Resolves conflict by directing the other party to accept his/her position.

Avoiding - Chooses to avoid conflict rather than face it directly.

Compromising - Resolves conflict by 'meeting in the middle' where both parties lower their demands.

Scores Explained

The marker  represents this participant's results compared to a research sample of managers

Scores range between 1-10 with the average range between 3.5-7.5 and a midpoint of 5.5.

With Supervisors

Compromising

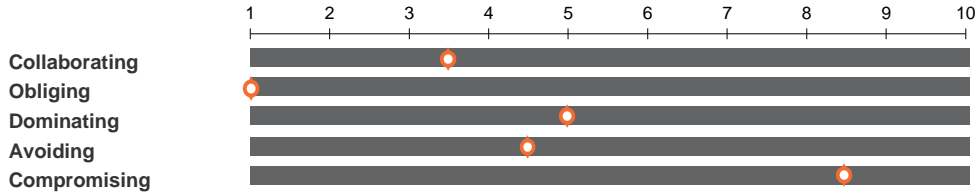
Dominating

With supervisors or people she reports to, her primary or preferred conflict management style is 'Compromising'.

This means that Kelly Sample would most likely try to find a "middle ground" solution where both parties make concessions to resolve the issue.

Her second most preferred conflict management style with her supervisors is 'Dominating'.

This indicates that Kelly Sample would also be able to be firm and assertive when resolving conflicts or disagreements.



With Direct Reports

Compromising

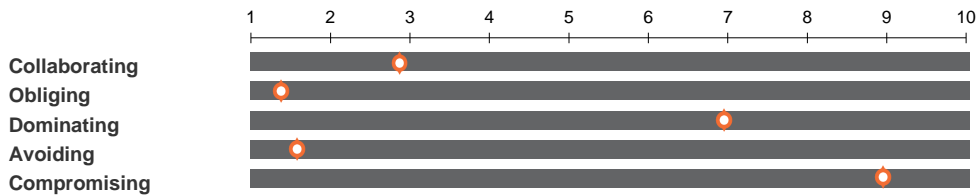
Dominating

With direct reports, her primary or preferred conflict management style is 'Compromising'.

Based on this, Kelly Sample would most likely try to find a "middle ground" solution where all parties make concessions to resolve the issue.

Her second most preferred conflict management style with her direct reports is 'Dominating'.

This indicates that Kelly Sample would also be able to be firm and directive to quickly and decisively resolve issues or challenges with direct reports.



With Peers

Compromising

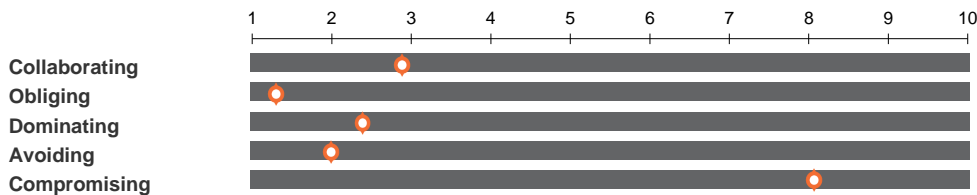
Collaborating

With her peers, her primary or preferred conflict management style is 'Compromising'.

This shows that Kelly Sample would most likely try to find a solution where all parties make concessions to "meet in the middle".

Her second most preferred conflict management style with her peers is 'Collaborating'.

This indicates that Kelly Sample would also try to find a "win-win" so both all parties get what they want without having to make concessions.



DISCLAIMER: These results should always be considered in the context of all available information about a person and should not be used as the sole factor for making employment-related decisions.

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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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