

LP+

Leadership Profile +



PARTICIPANT REPORT For Self-Coaching

Kelly Sample

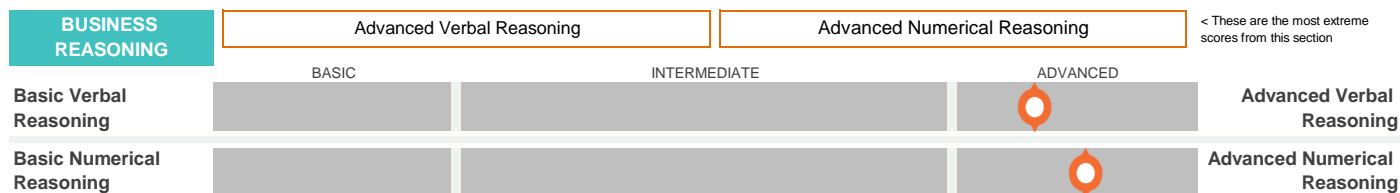
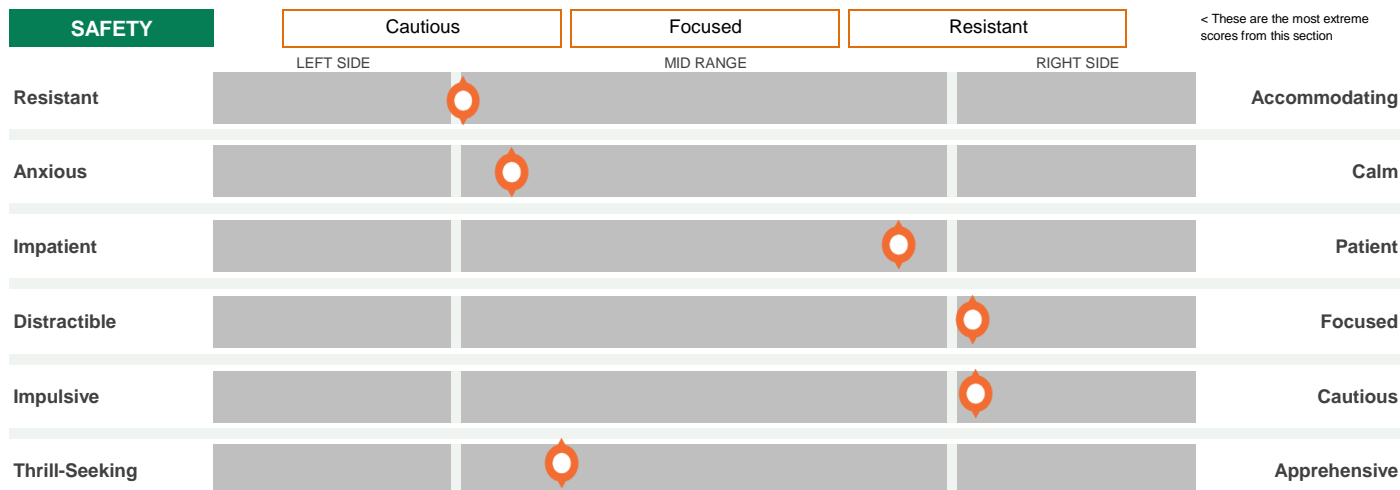
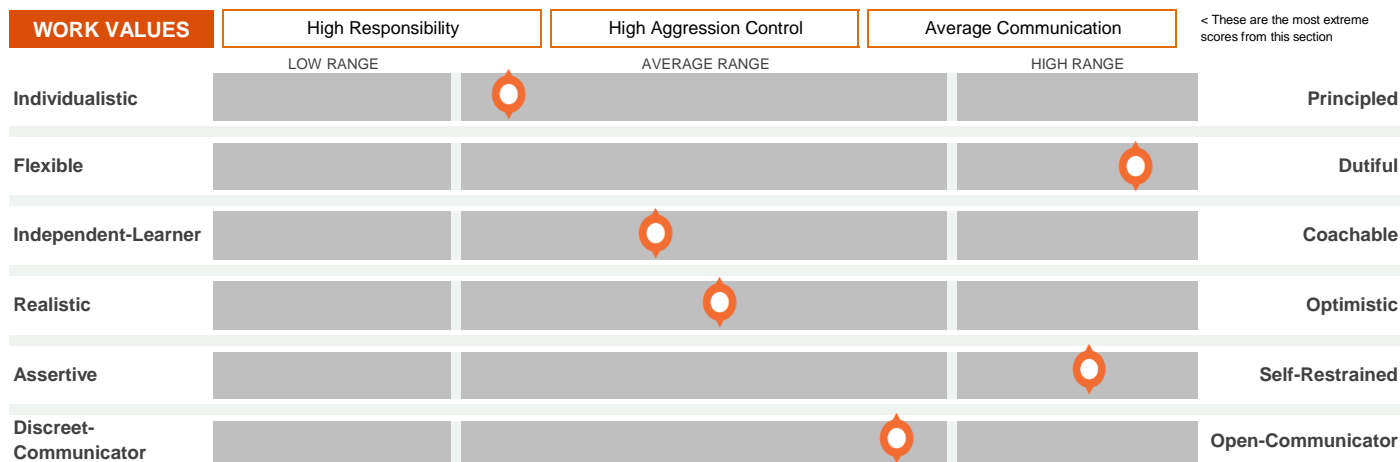
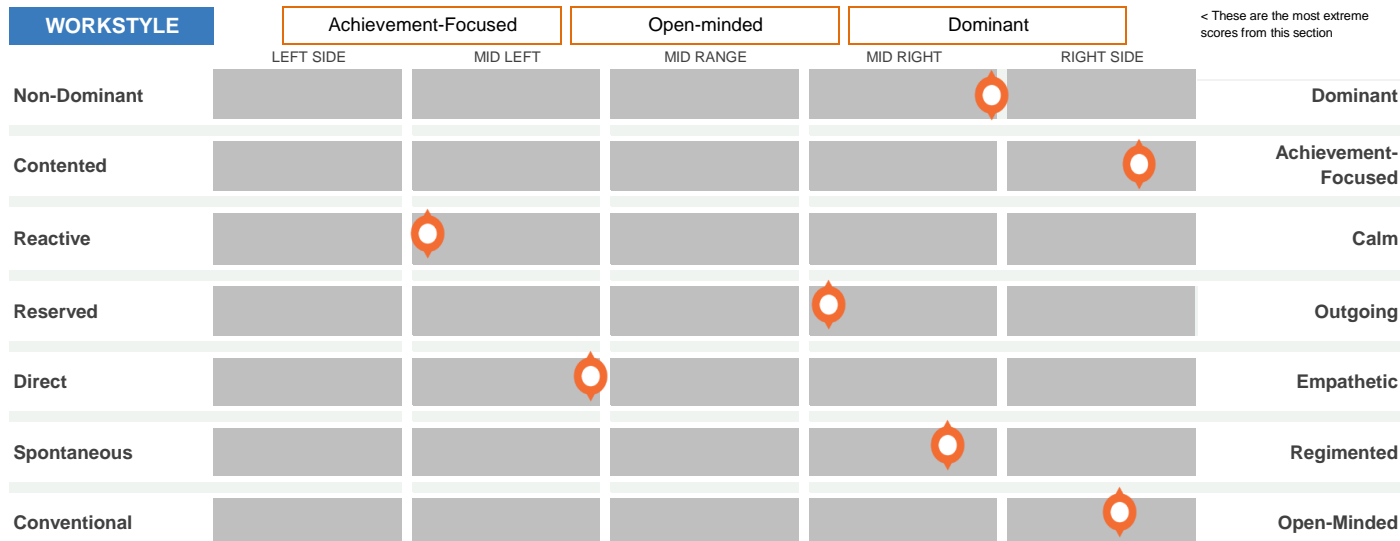
LP+



EMPLOYER REPORT

Kelly Sample

May 10, 2021
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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.

STRENGTHS

A) Leadership strengths related to how you scored:

• Focused on achieving challenging goals

- You're self-motivated to reach difficult goals
- You have high standards and expectations of yourself and others
- You're focused on completing tasks and reaching your objectives
- You enjoy difficult challenges

• Strong numerical reasoning skills

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

• Open minded and innovative

- You're open to change and new ideas
- You're good at finding creative solutions to problems
- You're a strategic thinker
- You're willing to take risks

• Competitive and driven to lead

- You're more comfortable leading than following
- You're confident
- You enjoy leading others
- You're able to take charge

POTENTIAL CHALLENGES

B) Potential leadership challenges related to how you scored:

• Stress Tolerance

- Your team may feel your stress and be affected negatively
- You may have challenges managing your stress levels in front of your team
- You may be too critical of yourself and your team
- You may become frustrated by goals you think are unreachable

• Directness

- You may focus on data or facts more than people issues
- You may appear forthright to employees who are sensitive
- You may have to learn to tactfully provide frank opinions
- You may need to improve how you resolve interpersonal conflict

• Achievement-Focus

- You may be too self-critical if your team's goals aren't achieved
- You may expect others to constantly exceed expectations
- You may need to be challenged and fully utilized to be engaged in work
- You may become frustrated when your personal or team goals are not met

• Dominant

- You may resist delegating tasks or letting others take charge at times
- You would prefer not to be managed or monitored closely
- As a leader, you will likely prefer to have a high degree of autonomy
- You may become frustrated if you aren't able to take charge in certain situations

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.

Your primary traits:

Achievement-Focused

Open-minded

Dominant

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

Summary of your results:

	LEFT SIDE	MID LEFT	MID RANGE	MID RIGHT	RIGHT SIDE	
Non-Dominant Not motivated to lead others, less assertive						Dominant Driven to lead others, assertive
Contented Modest expectations and objectives						Achievement-Focused Motivated to reach challenging goals, high expectations of oneself
Reactive Sense of urgency and reactive to stress and pressure						Calm Even-tempered, calm when working under pressure
Reserved Task focused; does not have a strong need for social interaction						Outgoing Comfortable with social interaction and talkative
Direct Straightforward and direct						Empathetic Sensitive to the needs of others and tactful
Spontaneous Flexible and improvising						Regimented Rule abiding and detail focused
Conventional Practical and prefer predictability						Open-Minded Imaginative, open to change, curious and creative



Marker:

Represents your results. The mid point of each dimension reflects the average score of all working adults.

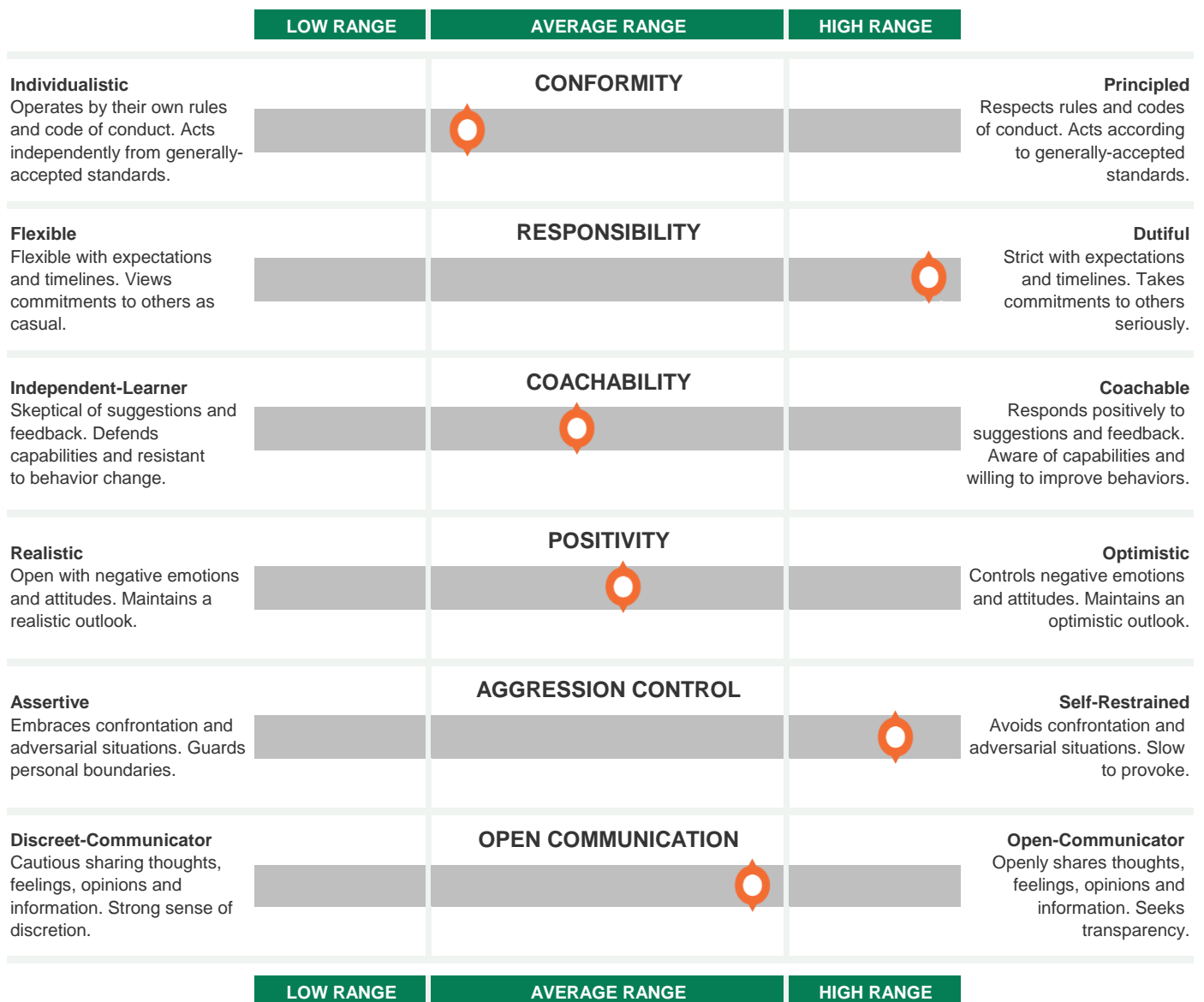
Disclaimer:

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.

Introduction

- This report is a summary of your 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 your results:



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.

Safety Personality Defined

- This section is a summary of your **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:

Your 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 your personality profile below.

Summary of your results:

	LEFT SIDE	MID RANGE	RIGHT SIDE	
Resistant Questions existing rules and processes, may be resistant to feedback.	RESISTANT		ACCOMMODATING	Accommodating Follows rules and processes without questioning.
Anxious Quickly feels stress in unexpected or unfamiliar situations.	ANXIOUS		CALM	Calm Even-tempered, stress tolerant, calm under pressure.
Impatient Becomes annoyed or irritated when under stress.	IMPATIENT		PATIENT	Patient Not easily frustrated or annoyed by others.
Distractible Seeks stimulation and variety. May become distracted.	DISTRACTIBLE		FOCUSED	Focused Less likely to seek stimulation & variety. Able to ignore distractions.
Impulsive Decides quickly, may underestimate consequences of actions.	IMPULSIVE		CAUTIOUS	Cautious Tends to carefully evaluate situations before deciding.
Thrill-Seeking Seeks excitement and adventure, comfortable with uncertainty and risk.	THRILL-SEEKING		APPREHENSIVE	Apprehensive Tends to avoid or be uncomfortable with risk and uncertainty.
	LEFT SIDE	MID RANGE	RIGHT SIDE	



Marker:

Represents your results. The mid point of each dimension reflects the average score of all working adults.

Disclaimer:

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BUSINESS REASONING RESULTS

Business Reasoning Defined

This is a summary of Business Reasoning abilities calculated from the assessment you completed.

Summary of your results:

Verbal Reasoning Ability

Advanced

Numerical Reasoning Ability

Advanced

Detailed Results

VERBAL REASONING ABILITY

Basic May have difficulty understanding & solving business problems in a written or verbal format.	Basic	Intermediate	Advanced	Advanced Can understand & solve business problems in a written or verbal format using correct logic & judgment.

You have a a Highly Advanced understanding of verbal reasoning with a percentile rank of 85.

Job Performance Considerations:

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

NUMERICAL REASONING ABILITY

Basic May have difficulty understanding and solving business problems requiring calculations.	Basic	Intermediate	Advanced	Advanced Can understand & solve business problems in a numerical format by making the appropriate calculations & judgments.

You have a a Highly Advanced understanding of numerical reasoning with a percentile rank of 90.

Job Performance Considerations:

- You would not require assistance with problems requiring numerical calculations
- You would be able to make correct decisions and judgments based on numerical calculations
- You 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 your 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

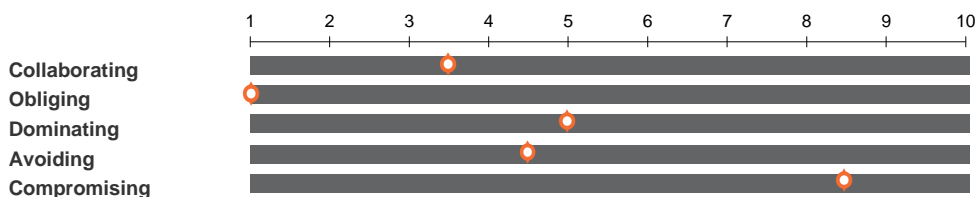
Dominating

With supervisors or people you report to, your primary or preferred conflict management style is 'Compromising'.

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

Your second most preferred conflict management style with your supervisors is 'Dominating'.

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



With Direct Reports

Compromising

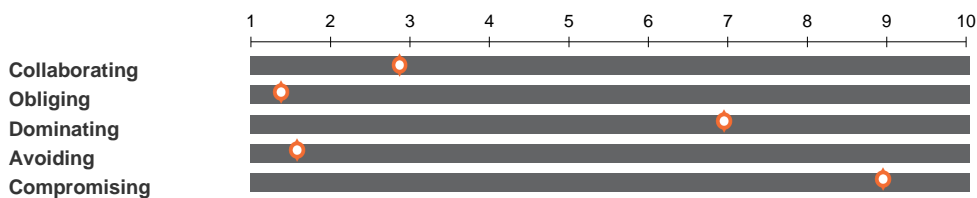
Dominating

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

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

Your second most preferred conflict management style with your direct reports is 'Dominating'.

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



With Peers

Compromising

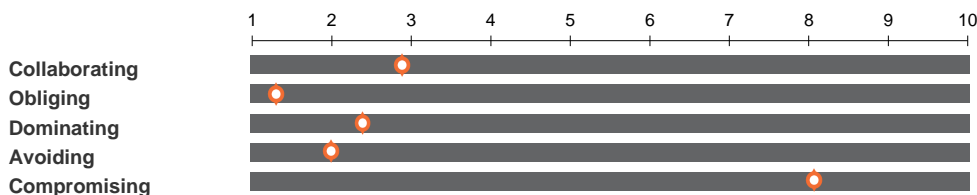
Collaborating

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

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

Your second most preferred conflict management style with your peers is 'Collaborating'.

This indicates that you would also try to find a "win-win" so 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



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