

Kelly Sample





EMPLOYER REPORT

Kelly Sample

May 10, 2021 kelly@email.com

WORKSTYLE	Achievem	ent-Focused	Open-minded MID RANGE	MID RIGHT	Dominant RIGHT SIDE	< These are the most extreme scores from this section
Non-Dominant	EET 1 SIDE	WIID LET T	WID NANGE	WID RIGHT	O NIGHT SIDE	Dominant
Contented					Q	Achievement- Focused
Reactive		O				Calm
Reserved				O		Outgoing
Direct			Q			Empathetic
Spontaneous						Regimented
Conventional					Q	Open-Minded
WORK VALUES	High Respon	sibility	High Aggression Control	Ave	erage Communication HIGH RANGE	< These are the most extreme scores from this section
Individualistic	LOW RANGE	O	AVERAGE RANGE		HIGH KANGE	Principled
Flexible					O	Dutiful
Independent-Learner			Q			Coachable
Realistic			Q			Optimistic
Assertive					O	Self-Restrained
Discreet- Communicator				Q		Open-Communicator
SAFETY	Ca LEFT SIDE	utious	Focused MID RANGE		Resistant	< These are the most extreme scores from this section
Resistant	LEFT SIDE	Q	MID RANGE		RIGHT SIDE	Accommodating
Anxious		O				Calm
Impatient				Q		Patient
Distractible					O	Focused
Impulsive					O	Cautious
Thrill-Seeking						Apprehensive
BUSINESS REASONING	Advand	ced Verbal Reasoni		Advanced Num	erical Reasoning	< These are the most extreme scores from this section
Basic Verbal Reasoning	BASIC		INTERMEDIATE		ADVANCED	Advanced Verbal Reasoning
Basic Numerical Reasoning					O	Advanced Numerical Reasoning

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.

LP+

SUMMARY OF RESULTS

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



WORKSTYLE & PERFORMANCE PROFILE

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					Q	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				O		Outgoing Comfortable with social interaction and talkative
Direct Straightforward and direct		Ó				Empathetic Sensitive to the needs of others and tactful
Spontaneous Flexible and improvising				Q		Regimented Rule abiding and detail focused
Conventional Practical and prefer predictability					O	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.



WORK VALUES & ATTITUDE

Introduction

- This report is a summary ofyour 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:

	LOW RANGE	AVERAGE RANGE	HIGH RANGE
Individualistic Operates by their own rules and code of conduct. Acts independently from generally- accepted standards.		CONFORMITY	Respects rules and codes of conduct. Acts according to generally-accepted standards.
Flexible Flexible with expectations and timelines. Views commitments to others as casual.		RESPONSIBILITY	Strict with expectations and timelines. Takes commitments to others seriously.
Independent-Learner Skeptical of suggestions and feedback. Defends capabilities and resistant to behavior change.		COACHABILITY	Responds positively to suggestions and feedback. Aware of capabilities and willing to improve behaviors.
Realistic Open with negative emotions and attitudes. Maintains a realistic outlook.		POSITIVITY	Optimistic Controls negative emotions and attitudes. Maintains an optimistic outlook.
Assertive Embraces confrontation and adversarial situations. Guards personal boundaries.		AGGRESSION CONTROL	Self-Restrained Avoids confrontation and adversarial situations. Slow to provoke.
Discreet-Communicator Cautious sharing thoughts, feelings, opinions and information. Strong sense of discretion.		OPEN COMMUNICATION	Open-Communicator Openly shares thoughts, feelings, opinions and information. Seeks transparency.
	LOW RANGE	AVERAGE RANGE	HIGH RANGE



Marker:

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

Disclaimer:

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SAFETY RISK FACTORS

Safety Personality Defined

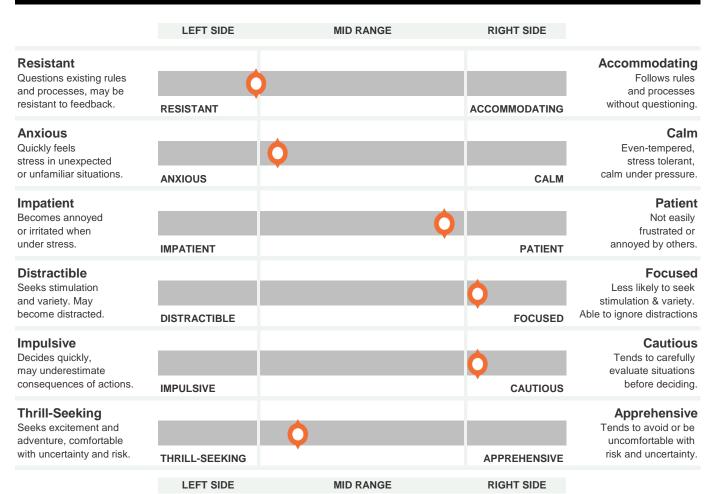
- This section is a summary ofyour safety-related personality traits calculated from the assessment questionnaire.
- · Everyone has core personality traits and tendencies or "default settings" that affect behaviors.
- "Default settings" can be hard to change, but you can reduce risk by increasing self-awareness & choosing safe behaviors.

Your Primary Traits:

Cautious Focused Resistant

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

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.



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

Advanced

Advanced

Detailed Results

	VE			
Basic May have difficulty understanding & solving ousiness 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

Basic May have difficulty understanding and solving business problems requiring calculations. Basic Intermediate 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

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 O 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

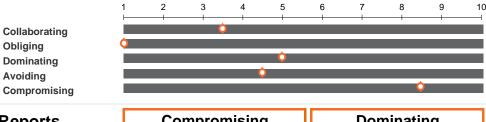
Dominating

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

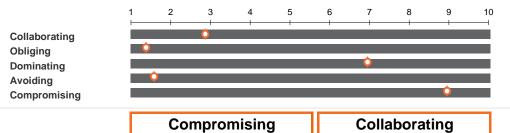
Dominating

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.



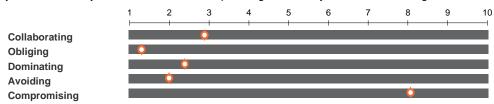
With Peers

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.

Solutions



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.



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