



# AVP REPORT

Attitude, Values, Personality



## EMPLOYER REPORT

For Hiring, Training & Coaching

**Kelly Sample**

**Benchmark: Manufacturing**





72

88

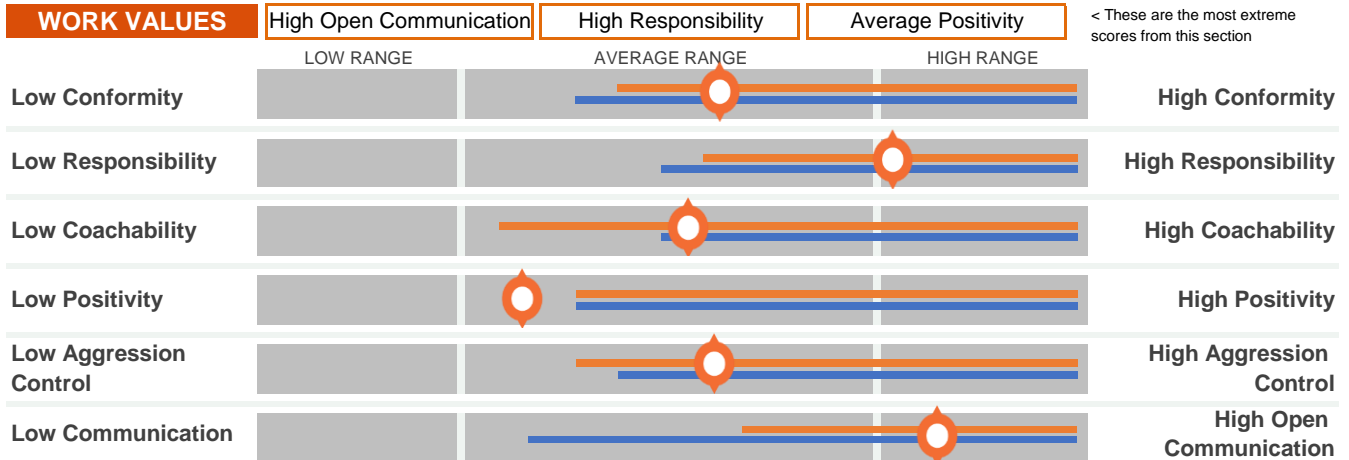
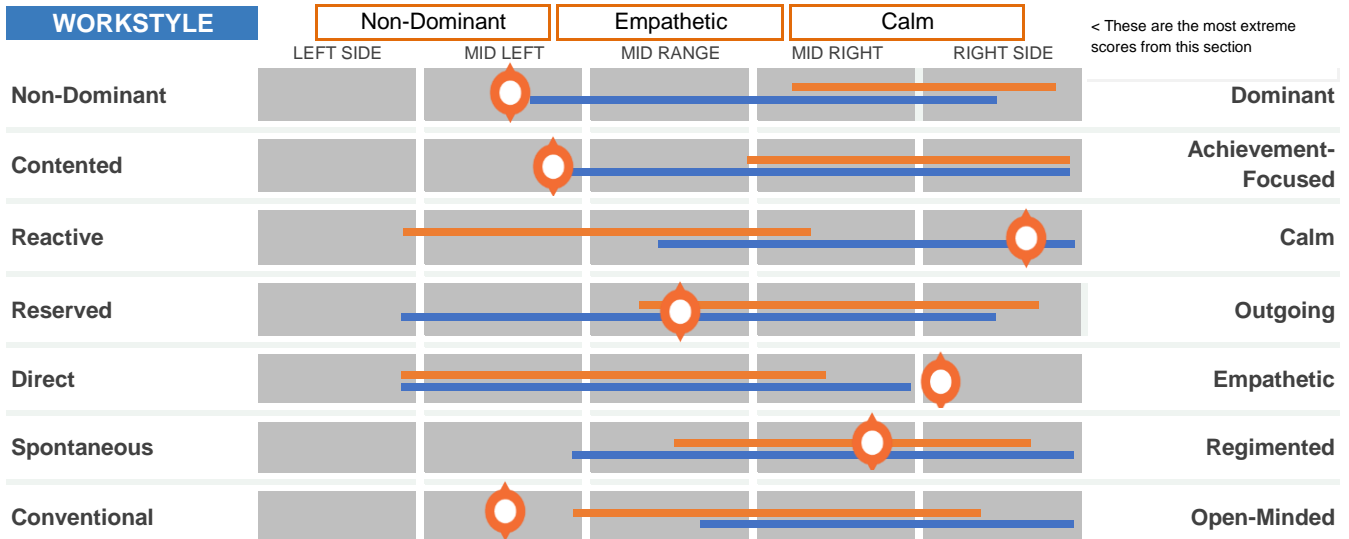
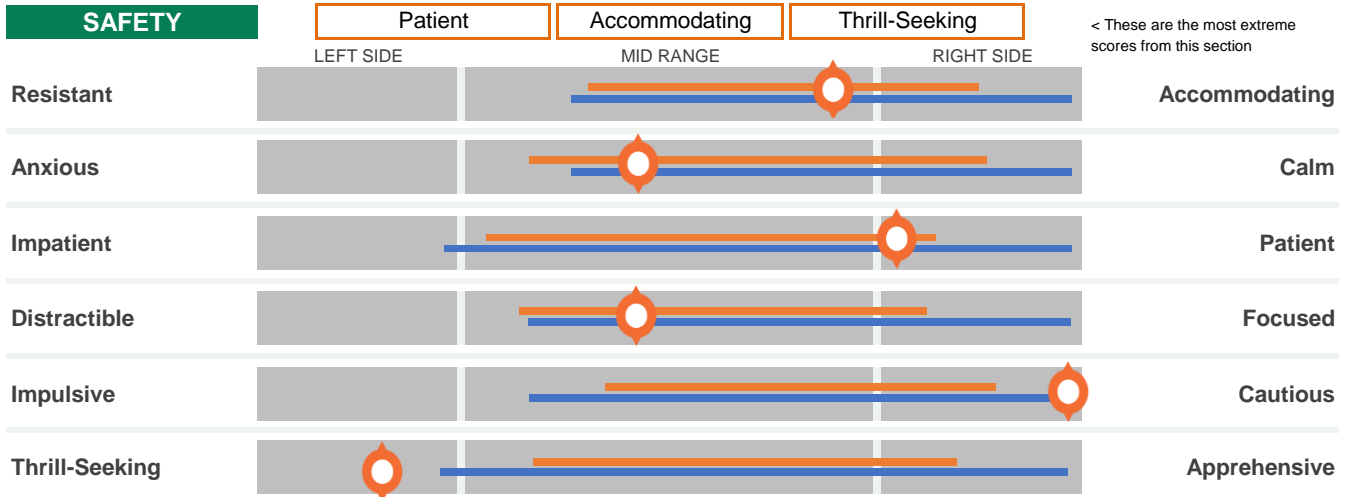
- Green indicates a good fit
- Yellow indicates a possible fit
- Red indicates a low fit

### Validity

Acceptable

Supervisor

Operator



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.

## 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

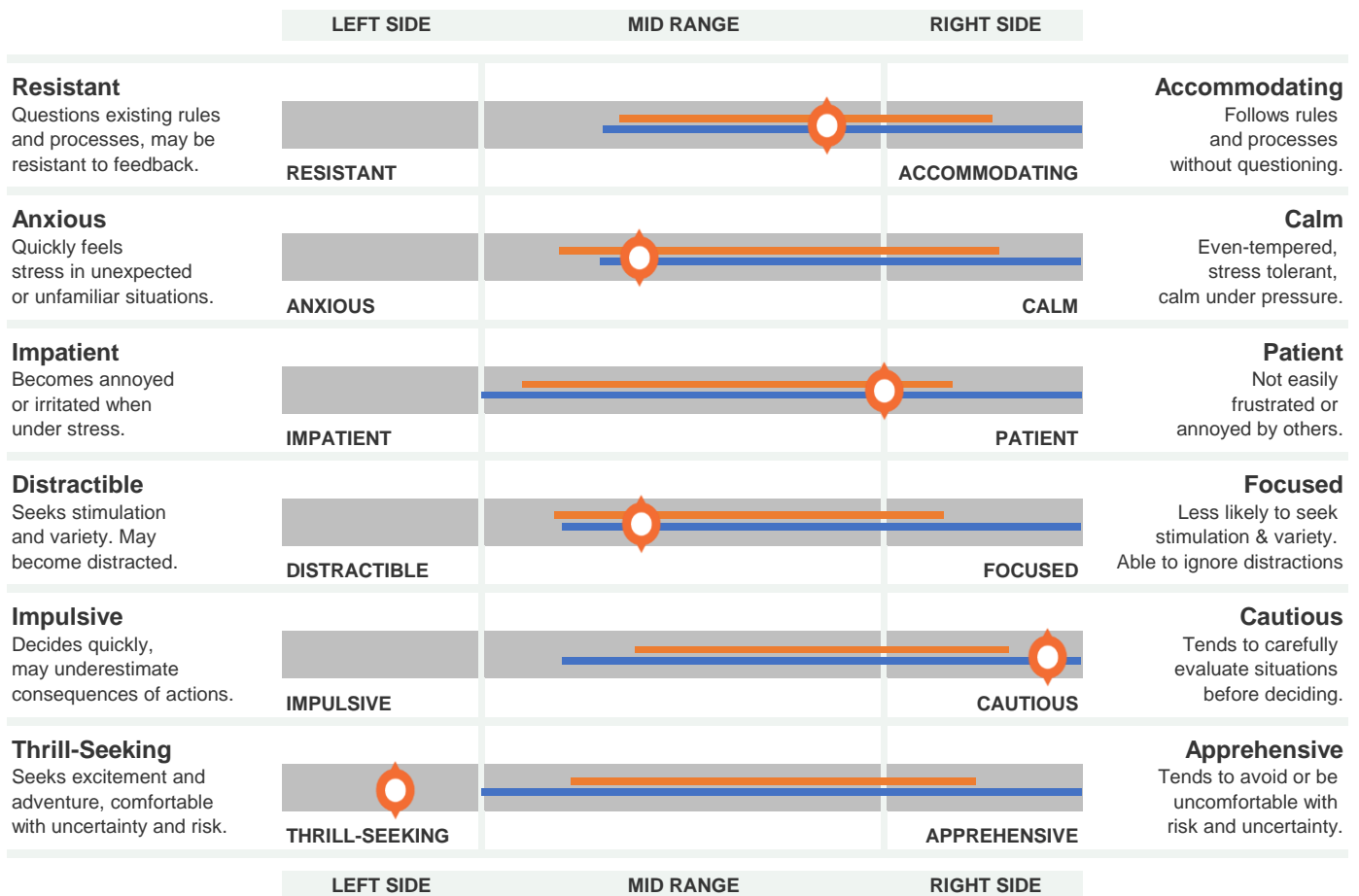
**Patient**

**Accommodating**

**Thrill-Seeking**

*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:

#### Patient

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

#### Thrill-Seeking

- Comfortable with uncertainty and risk
- Open to trying new ways of completing tasks
- Not likely to be fearful or afraid of risks

#### Accommodating

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

#### Cautious

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

## POTENTIAL CHALLENGES

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

#### Patient

- When under extreme stress, may become annoyed by others
- Should be encouraged to speak up if something is bothering him/her
- Would not usually take others' behavior personally

#### Distractible

- Would benefit from having some variety in tasks
- Comfortable when circumstances change
- May become restless or bored after long periods of repetitive work

#### Anxious

- 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

## Patient

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

- Give me an example of a work situation where you let someone know that their behavior was unacceptable. What was the situation?
  - Give me an example of a work situation where you became angry about something. What was the situation and how did you handle it?
- 

## Anxious

### 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.
- 

## Distractible

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

- Tell me about a time when you had to do boring or tedious work. What was the situation and what did you do to stay focused?
  - Tell me about a time when you were distracted and you narrowly avoided an accident. Describe the situation in detail.
- 

## 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?

## 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:

**Non-Dominant**

**Empathetic**

**Calm**

*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:

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## STRENGTHS

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

#### Non-Dominant

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

#### Regimented

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

#### Empathetic

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

#### Calm

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

## POTENTIAL CHALLENGES

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

#### 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

#### 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

#### 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

#### 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



## 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?
- 

## 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?
- 

## 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?
- 

## Empathetic

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

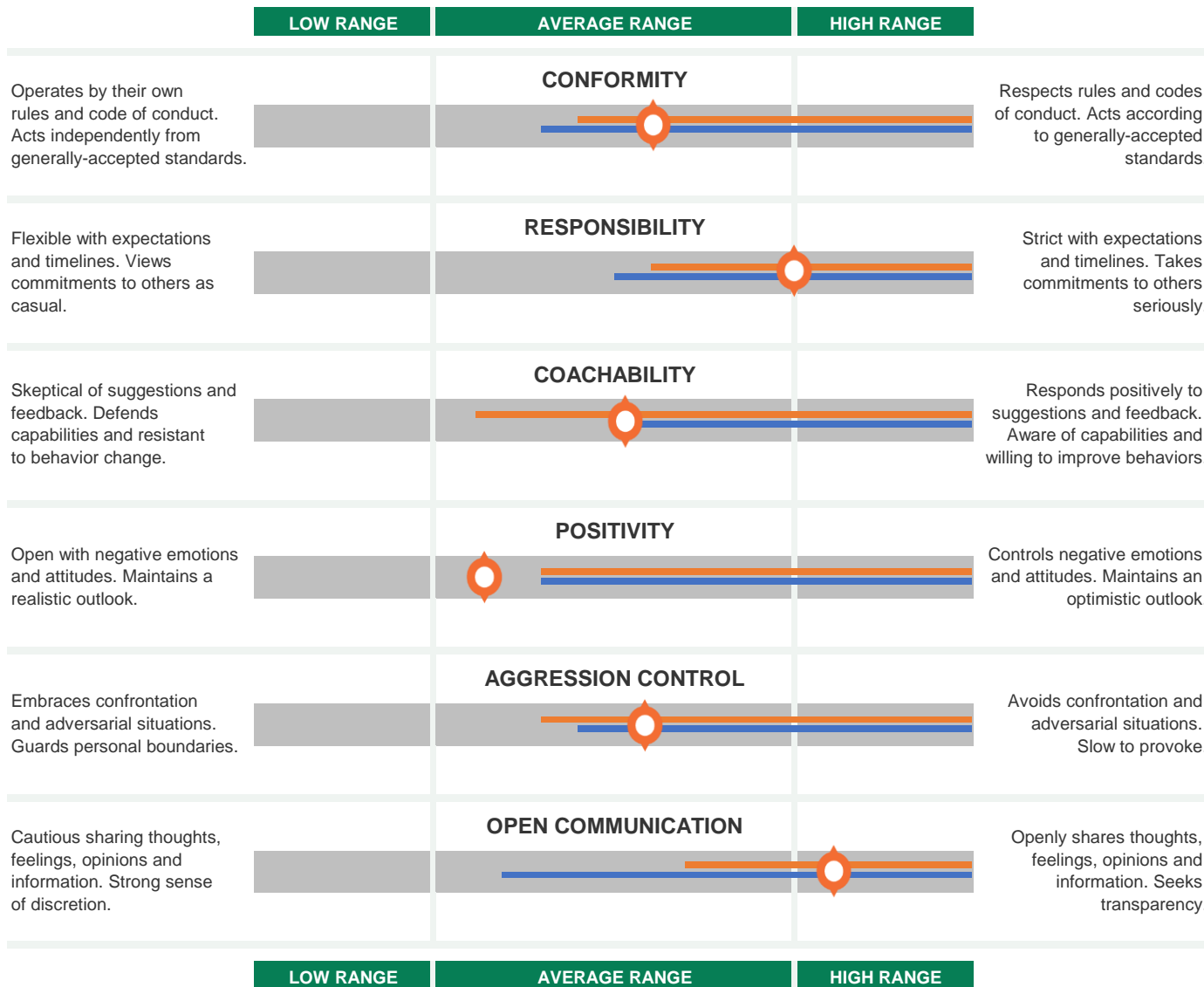
- Sometimes customers or co-workers make unreasonable requests. Describe a time when someone made an especially unreasonable request to you. How did you handle this situation?
- Tell me about a time when you had to deal with someone who was angry or upset with you. What was the situation and how did 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:

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### Disclaimer:

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## STRENGTHS

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

#### 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'

#### Average Conformity

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

#### High Responsibility

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

#### Average Aggression Control

- Keeps irritability under control in most situations
- Not easily provoked by others
- Generally demonstrates patience with others
- Comfortable addressing conflict with others when needed

## 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

#### Average Aggression Control

- May become frustrated with others in stressful situations
- May need to be more assertive when urgent action is necessary
- Should be encouraged to take a break to 'regroup' if they feel agitated

#### 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

#### Average Conformity

- 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



## 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?
- 

## 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?
- 

## Average Aggression Control

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

- We all have people we don't get along with. Describe a time when you had to work with someone you didn't get along with and how you handled it.
  - Tell me about a time when someone did something bad to you and you did something about it. Describe the situation and your actions in detail.
- 

## Average Conformity

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

- 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?