



AVP REPORT

Finance

Attitude, Values, Personality



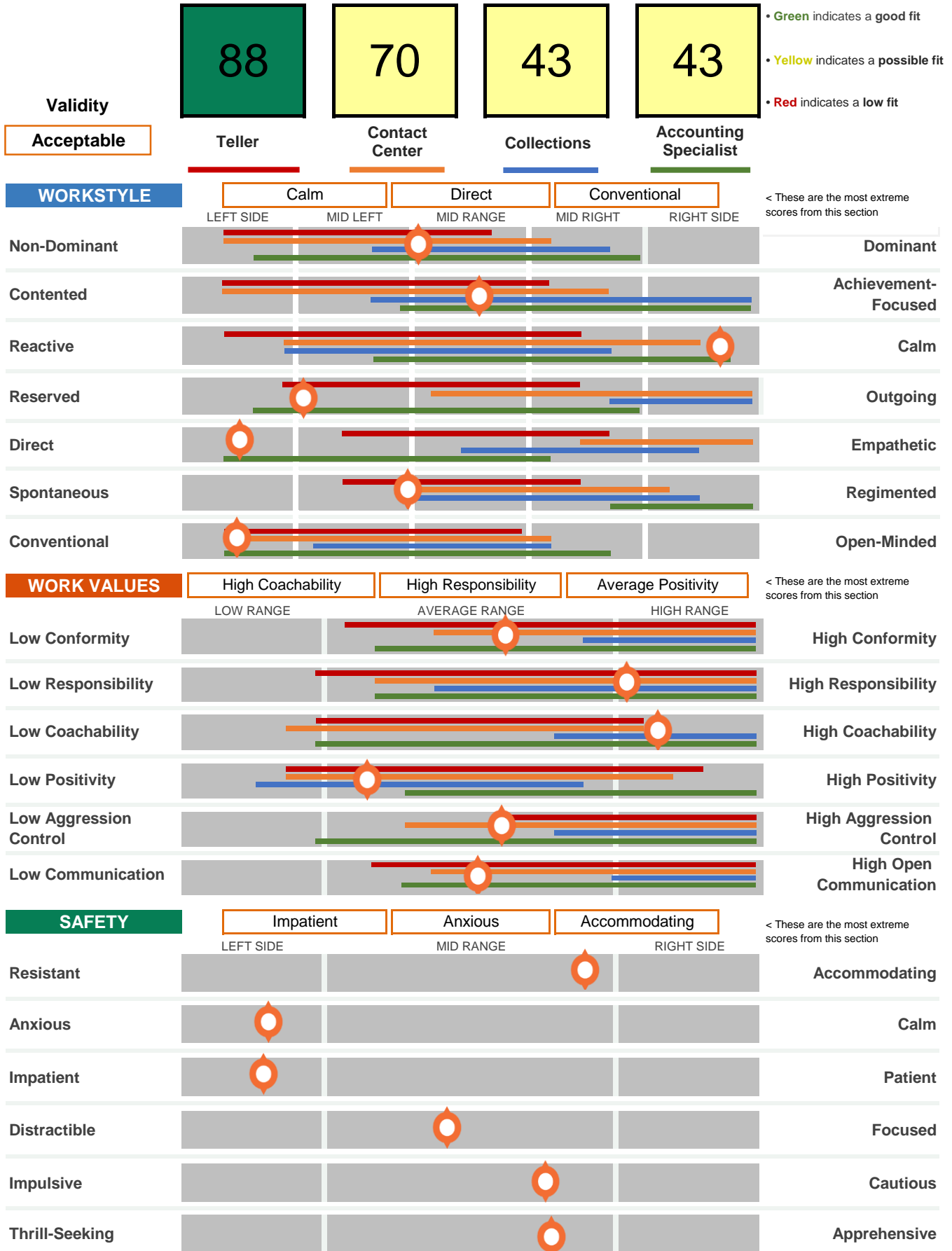
EMPLOYER REPORT

For Hiring, Training & Coaching

Kelly Sample

Benchmarks: Financial





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.

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

Direct

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:

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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

Direct

- Will likely be a straightforward and frank communicator
- Focused on completing tasks
- Comfortable voicing unpopular opinions
- Comfortable handling interpersonal tension

Reserved

- Prefers completing tasks to socializing
- Able to focus and work independently
- Has good listening skills
- Doesn't seek attention

POTENTIAL CHALLENGES

Management considerations related to how Kelly Sample scored:

Direct

- Should be encouraged to provide frank opinions and constructive criticism
- Will not shy away from interpersonal conflict
- Can handle negative information
- Not likely to take criticism personally

Reserved

- Should be encouraged to share thoughts and ideas
- May not highlight or seek attention for work well done
- May need to feel comfortable before communicating openly
- Should have independent work as a significant job component

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



INTERVIEW QUESTIONS

Direct

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

- Tell me about a time when you needed to make someone feel comfortable and at ease. How did you approach the situation?
 - 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?
-

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?
-

Reserved

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

- Tell me about a recent time when you had to initiate contact and build a relationship with a new person or group. Describe the situation and your actions in detail.
 - Give me an example of a time when you were in a situation where communicating with someone was challenging. What was the situation and how did you handle it?
-

Calm

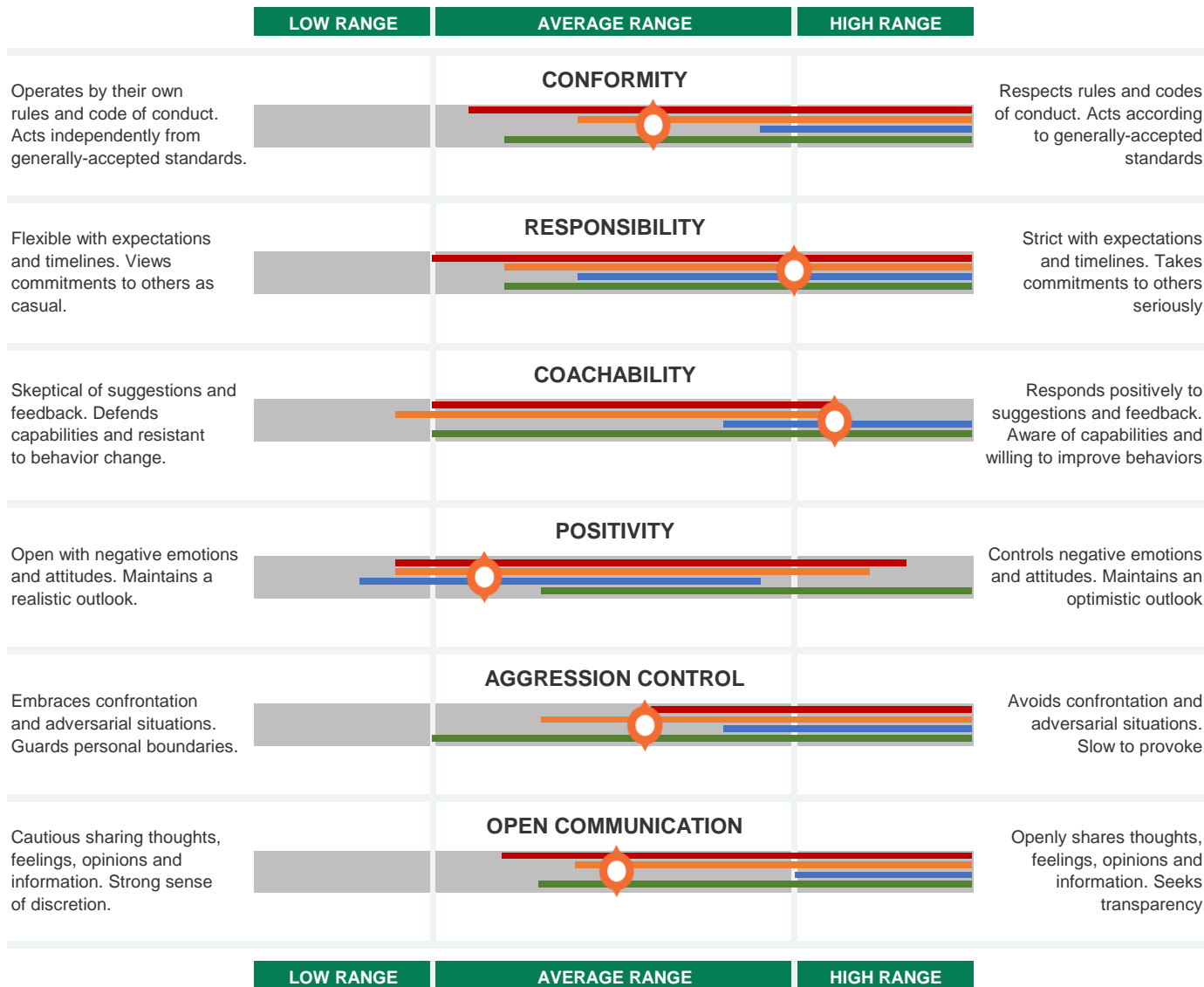
Interview Questions: Suggested questions to probe into this area to assess 'fit':

- 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?

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



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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

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 Communication

- May sometimes hesitate to share information with others
- May not recognize when strict confidentiality is required
- Should be encouraged to openly share thoughts and opinions

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 Communication

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

- Sometimes it's best not to share too much information with coworkers or customers. Tell me about a time when you held back information because it was the right thing to do.
 - Tell me about a time when you had to initiate communication with a new person or group of people in a work situation. Describe the situation and how you handled it.
-

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?

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:

44

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

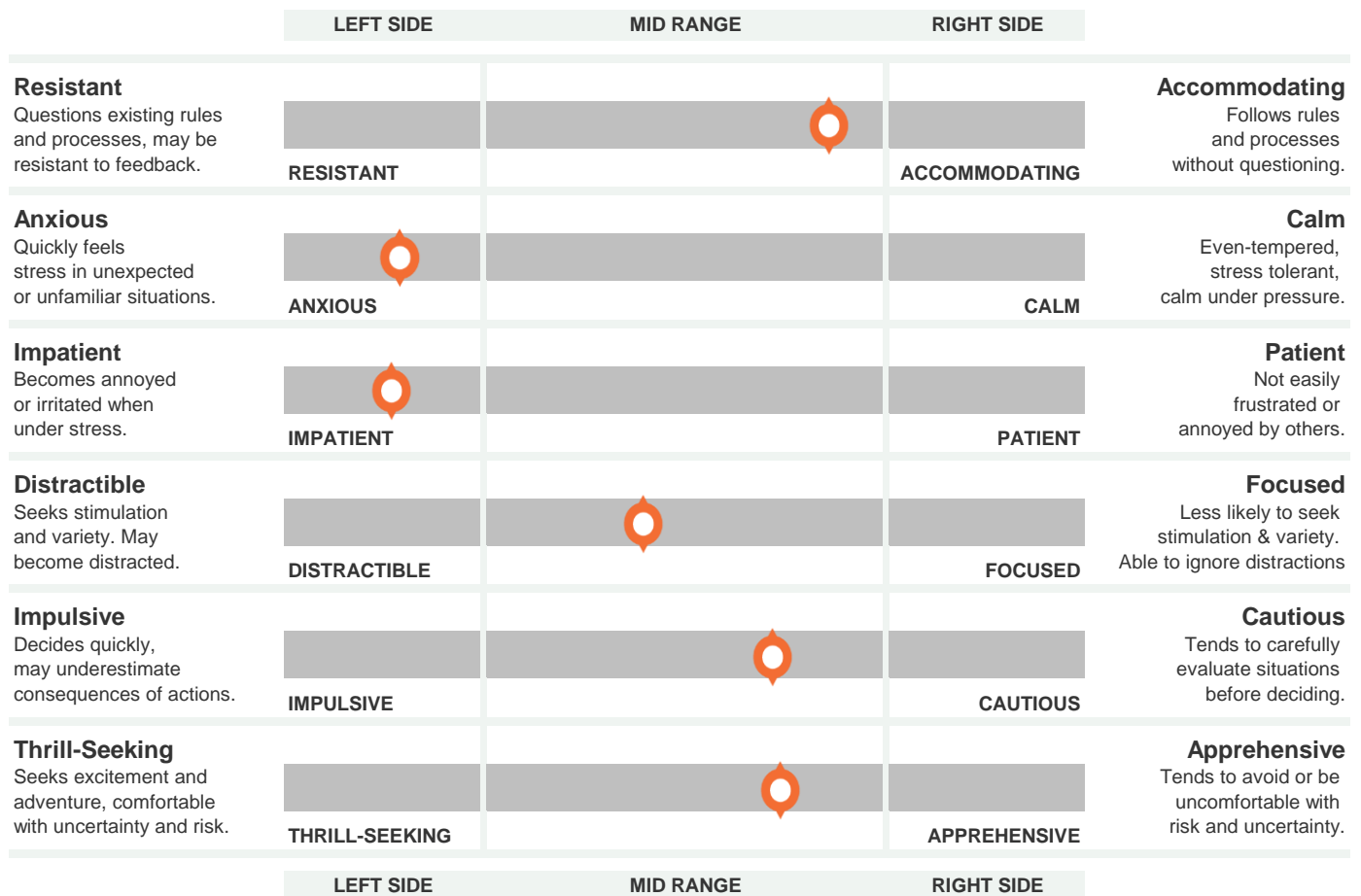
Impatient

Anxious

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



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STRENGTHS

Positive aspects related to how Kelly Sample scored:

Accommodating

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

Anxious

- Takes responsibilities seriously
- Shows a sense of urgency
- Receptive to feedback and coaching on areas for improvement

Impatient

- Would respond well to positive feedback
- Will likely be a straightforward and frank communicator
- Comfortable voicing opinions even if they are unpopular

Apprehensive

- Open to trying new ways of completing tasks
- Not likely to be fearful or afraid of acceptable risks
- Able to recognize risks that can be avoided

POTENTIAL CHALLENGES

Management considerations related to how Kelly Sample scored:

Impatient

- May need to be reminded of the impact his/her actions have on others
- May need encouragement to let go of grudges and stop taking others' behavior personally
- May need time to “cool off” after becoming frustrated

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

- Quickly feels stress and pressure
- May need to be reminded that mistakes are improvement opportunities
- Would benefit from reassurance and support, especially when learning new things

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

Impatient

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

- Give me an example of a work situation where someone did something that you found to be extremely annoying. 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 make an extremely quick decision that might have had serious consequences. What was the situation and what did you do?
 - Give me an example of a time when you had to handle a lot of stress at work. Describe the situation and what you did to handle it.
-

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?