



AVP REPORT

Attitude, Values, Personality



EMPLOYER REPORT

For Hiring, Training & Coaching

Kelly Sample

- Participant Email - kelly.sample@example.com

Benchmark: Technician





Overall Fit Score:

80

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

Technician

Validity Category:

Acceptable

SAFETY

Impatient Accommodating Apprehensive

LEFT SIDE MID RANGE RIGHT SIDE

< These are the most extreme scores from this section

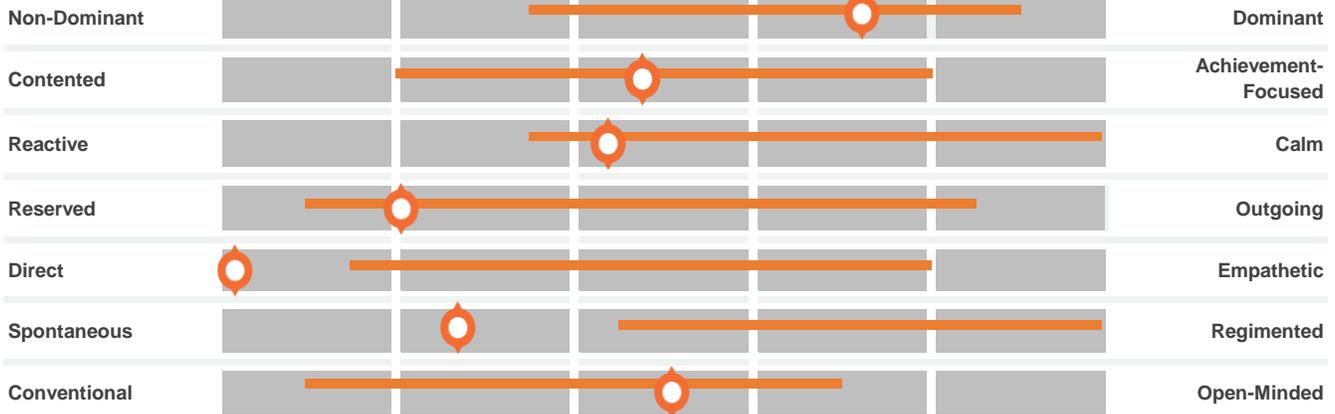


WORKSTYLE

Direct Reserved Spontaneous

LEFT SIDE MID LEFT MID RANGE MID RIGHT RIGHT SIDE

< These are the most extreme scores from this section



WORK VALUES

Low Communication Low Conformity High Coachability

LOW RANGE AVERAGE RANGE HIGH RANGE

< These are the most extreme scores from this section



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.



Suggested Behavioral Interview Questions

Area 1: Kelly Sample scored OUTSIDE THE BENCHMARK on Aggression Control

Ask one or more of the following questions:

- Tell me about a time when you needed to stand up for yourself at work. What was the situation, what did you do, and what was the result?
- Describe a situation when someone did something bad to you and you did something about it. What was the situation, and what actions did you take?

Area 2: John Sample scored OUTSIDE THE BENCHMARK on Conformity

Ask one or more of the following questions:

- Describe a situation when you were expected to follow rules or guidelines that you didn't agree with. What was the situation, what did you do, and what was the result?
- 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?

Area 3: Kelly Sample scored OUTSIDE THE BENCHMARK on Impulsive vs. Cautious

Ask one or more of the following questions:

- Give me an example of when you could have done a task quickly but you decided that taking quick action might be too risky. What was the situation and what did you do?
- Give me an example when you rushed while doing something and made a mistake as a result. What was the situation and how did it turn out?

Area 4: John Sample scored OUTSIDE THE BENCHMARK on Spontaneous vs. Regimented

Ask one or more of the following questions:

- Tell me about a situation when you were required to closely follow process or routine but you felt that following it might actually hold you back. How did you handle the situation?
- Give me an example of a time when you had to be detail-focused in order to complete a task successfully. What did you do and what were the results?

Area 5: Kelly Sample scored OUTSIDE THE BENCHMARK on Direct vs. Empathetic

Ask one or more of the following questions:

- 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?



Performance Management Considerations and Coaching Tips

Area 1: Kelly Sample scored OUTSIDE THE BENCHMARK on Aggression Control

Positive aspects related to this score:

- Has a strong sense of justice
- Comfortable being assertive
- Quick to confront unacceptable behavior
- Readily addresses conflict

Management Considerations and Coaching Tips:

- May be argumentative when not appropriate
- May engage in aggressive or retaliatory behavior
- Should be encouraged to take a break to 'regroup' when feeling agitated or angry

Area 2: Kelly Sample scored OUTSIDE THE BENCHMARK on Conformity

Positive aspects related to this score:

- Questions generally-accepted standards
- Tends to operate by their own code of conduct
- Does not feel obligated to meet the expectation of others
- Thinks independently

Management Considerations and Coaching Tips:

- May focus on what is best for them in the current moment rather than what is best for everyone
- May ignore or bend the rules if it benefits them
- Should have the reasons behind rules and codes of conduct explained to them

Area 3: Kelly Sample scored OUTSIDE THE BENCHMARK on Impulsive vs. Cautious

Positive aspects related to this score:

- Able to take quick action in unusual situations
- Will consider possible negative consequences of actions
- Not likely to make quick decisions

Management Considerations and Coaching Tips:

- May need to be reminded to think through possible negative consequences of actions
- May need coaching on when to decide quickly and when to decide slowly and carefully
- Would benefit from learning the mistakes others have made

Area 4: Kelly Sample scored OUTSIDE THE BENCHMARK on Spontaneous vs. Regimented

Positive aspects related to this score:

- Not bound by rules or tradition
- Easily grasps the 'big picture'
- Able to improvise
- Able to quickly adapt to new processes

Management Considerations and Coaching Tips:

- Should be given clear goals but be allowed to decide how to reach them
- Should be given a mix of 'big picture' and detailed tasks
- Will easily see 'the big picture'
- Would be comfortable with constant change

Area 5: Kelly Sample scored OUTSIDE THE BENCHMARK on Direct vs. Empathetic

Positive aspects related to this score:

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

Management Considerations and Coaching Tips:

- 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