



# **AVP Report**

**Attitude, Values, Personality**



## **EMPLOYER REPORT**

**For Hiring, Training & Coaching**

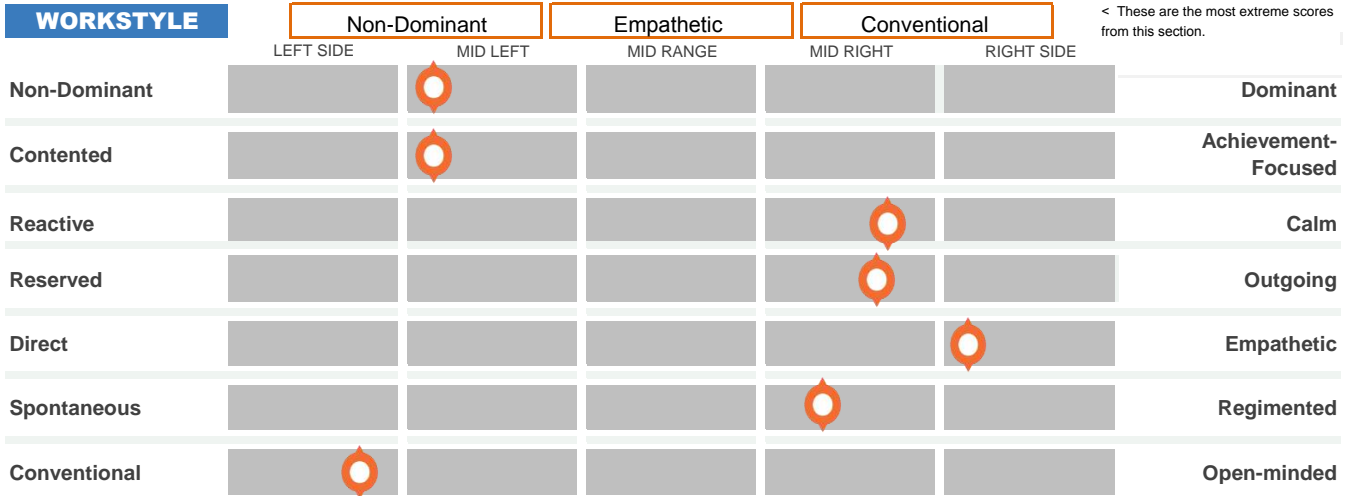
**NAME: Kelly Sample**

January 18, 2018

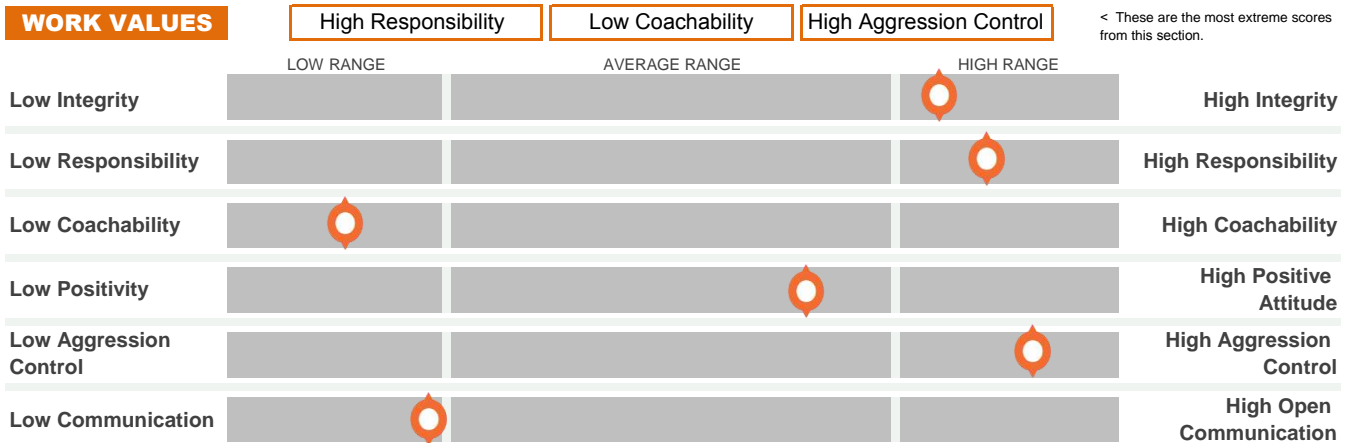




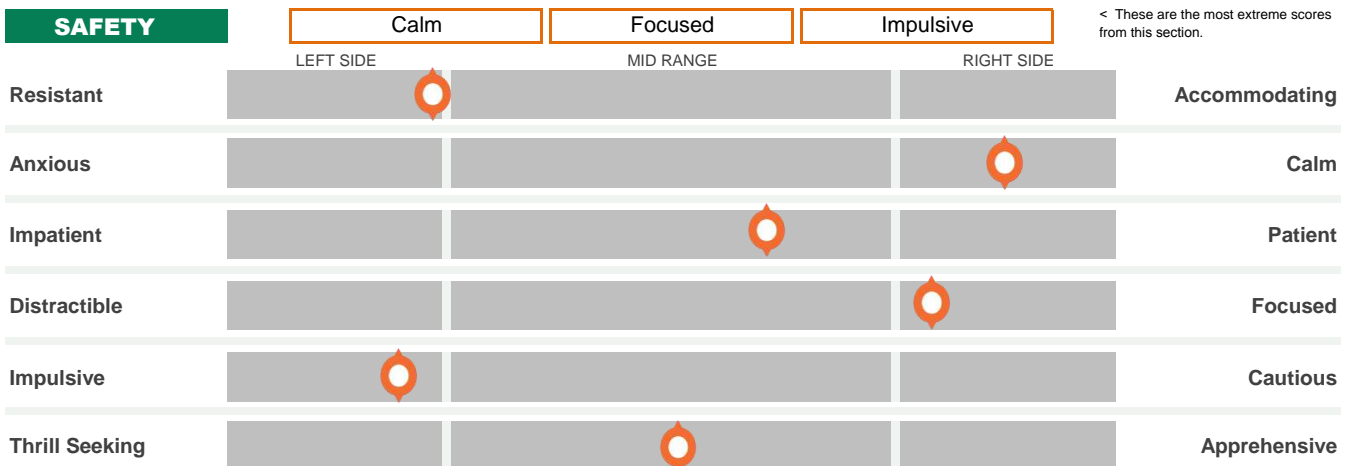
Primary Traits:



Primary Traits:



Primary Traits:



**Marker:**  
 Represents this person's results.  
 The average results of working adults is at the mid point of each dimension.

**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 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.

## Summary of Kelly Sample's results:

**Non-Dominant**

**Empathetic**

**Conventional**

*These are the most extreme scores from this section.*



### 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

### A) Positive aspects related to how **Kelly Sample** scored:

#### Contented

- Undemanding
- Flexible with goals and plans
- Has modest expectations
- Generally satisfied with how things are

#### 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

#### Empathetic

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

#### Non-Dominant

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

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## POTENTIAL CHALLENGES

### B) Management Considerations related to how **Kelly Sample** scored:

#### Contented

- Would respond well to being recognized for good work
- Would benefit from learning clear standards for work quality
- Would respond best to realistic, reachable goals
- Would be motivated by group collaboration

#### 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

#### 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

#### 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



### Contented vs Achievement-Focused:

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

- Tell me about a time when you felt that you weren't challenged enough in your job. What was the situation and how did you handle it?
  - Tell me about a time when you really had to push yourself to achieve a difficult goal. What was the goal and how did you reach it?
- 

### Conventional vs. Open-minded:

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

- Give me an example of a time when you needed to be creative or innovative in order to complete a task or objective. What was the situation and how did you respond?
  - Sometimes we're required to change and we're not sure if the change will be beneficial. Tell me about a time when you were skeptical of a change or new idea at work. What was the situation and how did you react?
- 

### Non-Dominant vs. Dominant:

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

- Give me an example of a situation in the past where you persuaded others to accept something they initially disagreed with. What was the situation and how did you handle it?
  - 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?
- 

### Direct vs. Empathetic:

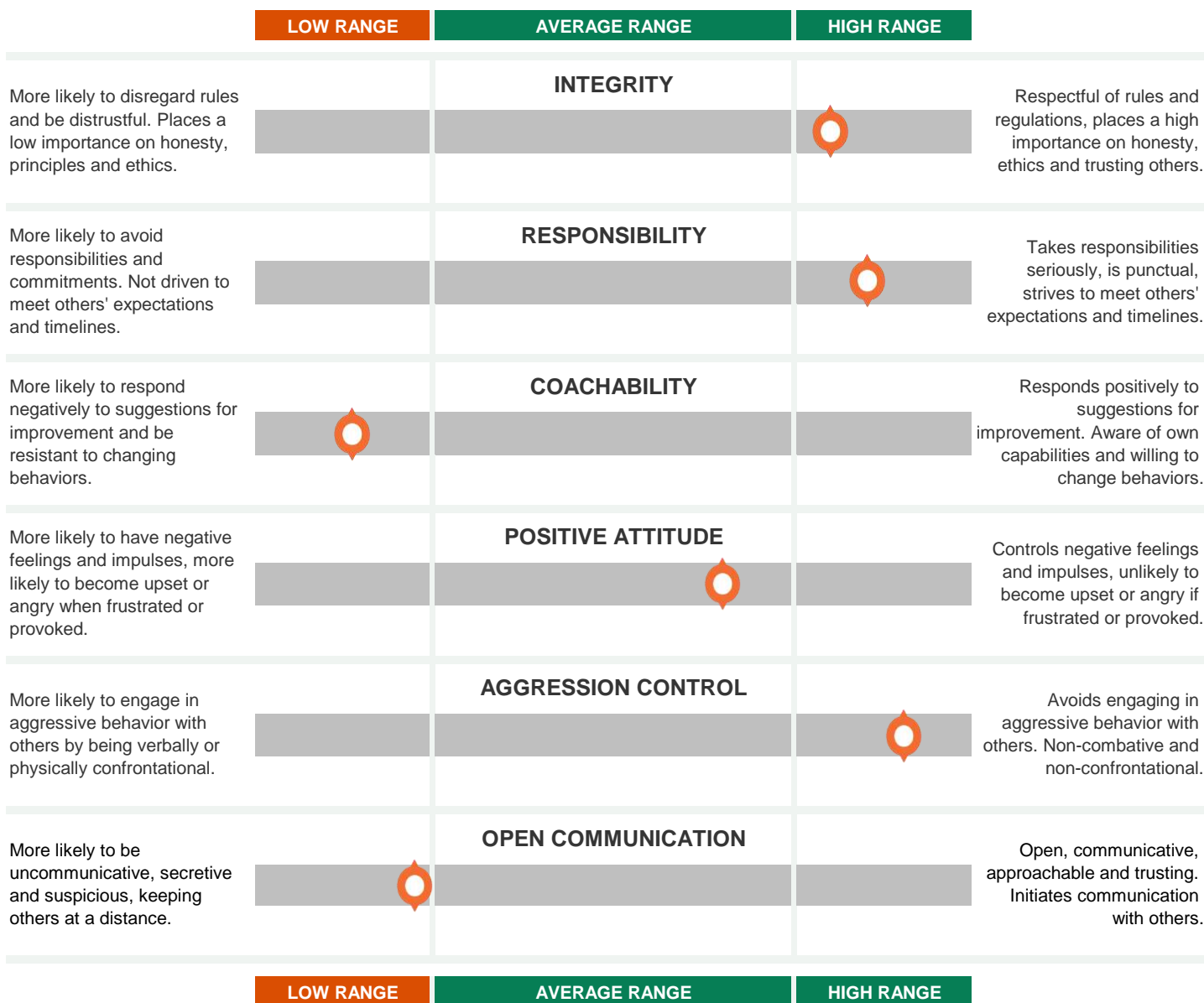
#### Interview Questions: Suggested questions to probe into this area to assess 'fit':

- Tell me about a time when you had to be assertive in order to get something done. What did you do and what was the result?
- Tell me about a time when you helped a co-worker who was experiencing personal problems. What was the situation, what actions did you take, and what were the results?

## Introduction

- This section is a summary of the individual's **work values** calculated from the assessment questionnaire.
- **Scores in the Low Range indicate potential risks.**
- Everyone has core personality traits and tendencies or "**default settings**" that affect behaviors.
- These "default settings" can be hard to change, but you can **reduce the risk of negative outcomes** by increasing awareness of risks and actively managing problem behaviors.

## Kelly Sample's Profile:



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## STRENGTHS

### A) Positive aspects related to how **Kelly Sample** scored:

#### **Aggression Control**

- Will be patient and understanding with others
- Able to keep emotions under control
- Will be able to handle stress without becoming irritable
- Not easily provoked

#### **Integrity**

- Honest and honorable
- Defends rules they believe in
- Places a high importance on trust
- Takes own their reputation seriously

#### **Responsibility**

- Would follow through on commitments
- Will adhere to rules they see as fair
- Able to persist and complete tasks
- Strives to please others

#### **Positive Attitude**

- Would be a cooperative team member
- Controls negative feelings
- Displays a can-do attitude
- Not likely to become frustrated

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## POTENTIAL CHALLENGES

### B) Management Considerations related to how **Kelly Sample** scored:

#### **Low Coachability**

- May feel threatened by performance evaluations
- Any criticism should be worded constructively to avoid a defensive reaction
- May need time to get comfortable and set up a new routine when taking on new tasks

#### **Low Communication**

- Should be encouraged to make an effort to communicate a bit more than they feel is necessary
- May hesitate to share thoughts and ideas with others they do not know well
- Others may see them as being closed or secretive.

#### **Responsibility**

- Likely to become discouraged when they are not able to meet their commitments to others
- Hesitant to change plans and adjust commitments
- Prone to over-committing themselves and ignoring their own needs

#### **Integrity**

- May not recognize when rules should be changed or revised because the rules are not applicable to the situation
- Would be protective of their reputation as a good worker
- May not immediately recognize when standard procedures aren't appropriate



### Low 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?
  - Give me an example of something about yourself that you'd like to improve. Why would you like to improve it?
- 

### Low Communication:

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

- Sometimes we have to be secretive about things at work. Give me an example about a time when you didn't share information with your co-workers because it was the right thing to do.
  - Tell me about a time when you had to get to know a new person or group of people in a work situation. Describe the situation and how you handled it.
- 

### Integrity:

#### 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?
- 

### Responsibility:

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

- Tell me about a time when you demonstrated that you are a dependable worker. Describe the situation and what you did.
- Sometimes we're given deadlines that are too short. Tell me about a time when you needed extra time to complete a task.



### 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:**

**72**

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

**Focused**

**Calm**

**Impulsive**

*These are the most extreme scores from this section.*

### Kelly Sample's Safety Personality Profile:

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

**Validity Category**

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## STRENGTHS

### A) Positive aspects related to how **Kelly Sample** scored:

#### **Impulsive**

- Able to decide quickly
- Takes action immediately
- Doesn't over-analyze situations

#### **Resistant**

- Able to point out areas for improvement
- Would not hesitate to stop and question things
- Would inform others when standard procedures aren't appropriate

#### **Calm**

- Able to think clearly under pressure
- Able to be effective in situations where it requires staying calm in stressful situations
- Would be a calming influence on other team members

#### **Focused**

- Well-suited to tasks requiring a high level of focus and concentration
- Can persist at repetitive or routine tasks
- Does not require a lot of stimulation and variety

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## POTENTIAL CHALLENGES

### B) Management Considerations related to how **Kelly Sample** scored:

#### **Impulsive**

- May be overconfident in own abilities
- May need to be reminded to think through possible negative consequences of actions
- May underestimate the risks of not following standard procedures

#### **Resistant**

- Would benefit from knowing the reasons behind rules and the consequences of ignoring them
- May need extra time to adapt to changes in routine or rules
- Monitoring of compliance may be necessary, especially with new rules and regulations

#### **Calm**

- May not display signs of stress or fatigue outwardly
- Others may mistake calmness for a lack of enthusiasm
- May prefer to wait before taking action in some situations

#### **Focused**

- May not be comfortable with a lot of change in tasks
- May prefer to follow a routine or set process
- May not be comfortable having to multi-task rather than focus



### **Impulsive vs. Cautious:**

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

- 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?
- 

### **Resistant vs. Accommodating:**

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

- Tell me about a time when you needed to “bend the rules” in order to meet a deadline or complete a job. What was the situation and what was the result?
  - Give me an example of a time when you had to go through re-training or re-learning and let go of old habits. Describe the situation in detail.
- 

### **Anxious vs. Calm:**

**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 vs. Focused:**

**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.

# Products

**CORE PRODUCT:** TalentClick's **AVP (Attitude-Values-Personality)** employee assessment solution provides actionable business intelligence. Each report contains tailored behavioral interview questions and performance management recommendations. Buy 1 unit and get any of these reports from one participant survey.



**Safety Quotient™ (SQ)** helps identify the high-risk personality traits (impulsiveness, distractibility, rule-resistance, irritability, etc.) that lead to human error and preventable incidents.



**Driver Safety Quotient™ (DSQ)** helps companies understand a driver's likelihood of crashes, near misses, traffic violations, property damage, and more. The DSQ™ helps ensure a safer roadway for everyone.



**Workstyle & Performance Profile (WPP)** reveals each participant's workstyle, strengths, and areas for improvement. The WPP results can be used for hiring, training, and performance management.



**Work Values & Attitude (WVA)** assessment contains predictive analytics on integrity, responsibility, coachability, positive attitude, aggression, and open communication. The WVA report can help decrease employee absenteeism, turnover, theft, fraud, violence, and increase employee engagement, productivity, customer satisfaction, profitability, and more.

**ADD-ON PRODUCTS:** Purchase additional units for these separate products.



**Cognitive Quotient (CQ)** for testing spatial reasoning, language, and numerical problem-solving ability.



**English Proficiency (EP)** for testing ability to read procedures, manuals, invoices, signage, regulations, in English.



**eLearning** online *Safety Self-Awareness* courses



**Virtual eCoaching** ongoing *Self-Awareness* learning via electronic reminders

**PREMIUM PRODUCTS:** Contact us for details and pricing on our premium services.



**Leadership Profile**



**360 Degree Review**



**Culture Assessment**

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Contact Us at 1.877.723.3778 or [sales@talentclick.com](mailto:sales@talentclick.com)