

WPP

Workstyle & Performance Profile



CANDIDATE REPORT
For Self-Coaching

Michel Fortin

October 5, 2024

THE HEADHUNTERS





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

Dominant

Spontaneous

Open-minded

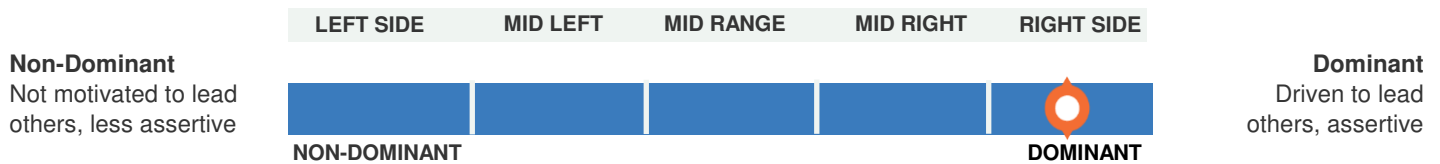
These are the most extreme scores from your personality profile below.

Summary of your results:



The marker represents your results. The average results of working adults is at the middle point of each dimension.

Dimension 1: Non-Dominant vs. Dominant



You scored in the Right Side of the Non-Dominant vs. Dominant dimension.

This dimension measures the degree to which a person is driven to take charge and lead others. Right side scoring individuals tend to be ambitious and focused on influencing others. They prefer to take charge and assume a leadership role.

Positive characteristics related to how you scored on this dimension:

- You're more comfortable leading than following
- You're confident
- You enjoy leading others
- You're able to take charge

Job-fit considerations – You would fit best into a role that:

- Provides the ability to take charge and lead
- Has the responsibility of managing a team or managing important projects/initiatives
- Involves decision making responsibilities
- Provides adequate freedom and resources to accomplish tasks quickly

Possible coaching/developmental areas related to how you scored:

- You may be resistant to monitoring or close supervision
- You may quickly become bored or frustrated if you aren't able to take charge

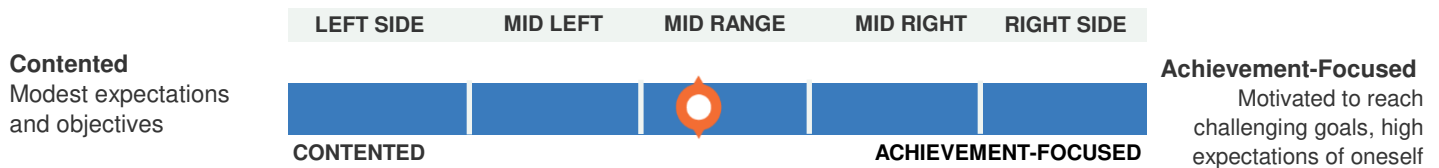
Culture-fit considerations - You would fit best into an organizational culture that:

- Recognizes employees who demonstrate leadership
- Promotes from within
- Invests in its future leaders
- Rewards employees who take charge

Interview Questions – Suggested questions to probe into this area to further assess "fit"

- How many people in management positions have been promoted from within the organization?
- What is the career path for people who excel in this job?

Dimension 2: Contented vs. Achievement-Focused



You scored in the Mid Range of the Contented vs. Achievement-Focused dimension.

This dimension measures the degree to which a person is focused on achieving challenging goals. Mid-range scoring individuals are able to complete their objectives and tasks but may not expect to achieve highly challenging goals.

Positive characteristics related to how you scored on this dimension:

- You're able to fulfil your responsibilities
- You're able to meet others' standards and expectations
- You're able to complete your tasks and reach your objectives
- You have modest expectations of yourself and others

Job-fit considerations – You would fit best into a role that:

- Requires meeting realistic standards and expectations
- Rewards employees who do good work
- Requires effort and self-motivation
- Has realistic, reachable goals

Possible coaching/developmental areas related to how you scored:

- You may find it challenging at times to consistently meet others' expectations
- You may be uncomfortable with goals that are very difficult to reach

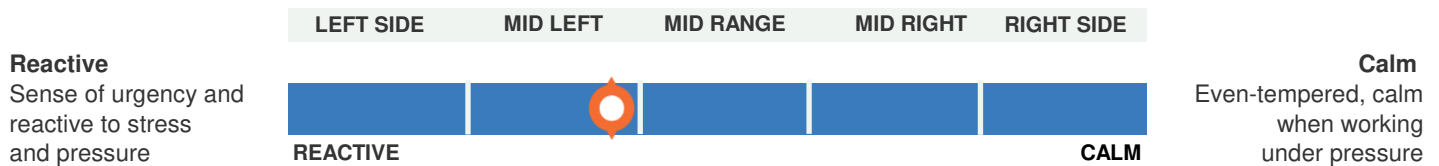
Culture-fit considerations - You would fit best into an organizational culture that:

- Rewards employees who do good work
- Expects employees to meet realistic standards
- Sets reachable goals

Interview Questions – Suggested questions to probe into this area to further assess "fit"

- How would you describe someone who is a good performer in this job?
- How demanding are the main responsibilities of this job?

Dimension 3: Reactive vs. Calm



You scored in the Mid Left of the Reactive vs. Calm dimension.

This dimension measures the degree to which a person is calm and tolerant of stress and pressure. Mid-range scoring individuals are able to remain composed and calm but can also be expressive. They have a moderate sense of urgency with their work.

Positive characteristics related to how you scored on this dimension:

- You're able to handle stress and pressure well
- You're self-aware
- You're seen by others as balanced and stable
- You're receptive to feedback

Job-fit considerations – You would fit best into a role that:

- Has a mix of high and low stress pressure tasks
- Is demanding and challenging but not too stressful
- Gives you a balanced workload
- Has realistic performance expectations

Possible coaching/developmental areas related to how you scored:

- You may appear nonchalant to others because you are usually calm
- You may not always convey a sense of urgency with tasks

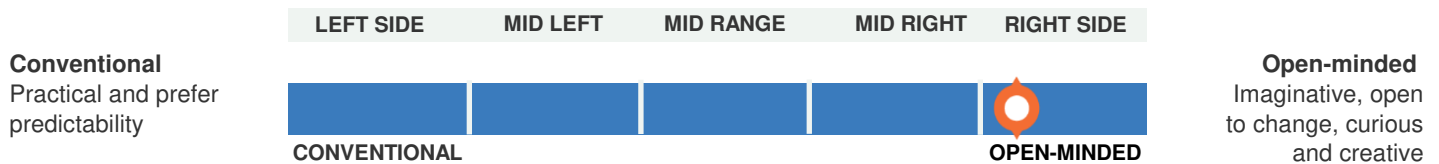
Culture-fit considerations - You would fit best into an organizational culture that:

- Respects and supports work/life balance
- Sets reachable goals and targets
- Has leadership that does not over-react to minor issues or threats

Interview Questions – Suggested questions to probe into this area to further assess "fit"

- What are the high-pressure tasks involved in this job, if any?
- What are the measured objectives in this job? How many people in the role meet or exceed them?

Dimension 7: Conventional vs. Open-minded



You scored in the Right Side of the Conventional vs. Open-minded dimension.

This dimension measures the degree to which a person is curious, imaginative and innovative. High scoring individuals are creative and comfortable with change. They will likely have a strong preference for variety in their work.

Positive characteristics related to how you scored on this dimension:

- 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

Job-fit considerations – You would fit best into a role that:

- Allows you to think strategically
- Requires you to find 'out of the box' solutions to problems
- Lets you be innovative and develop new ideas
- Allows you to make some of your decisions based on intuition

Possible coaching/developmental areas related to how you scored:

- You may over-analyze situations or problems
- You may need a lot of variety in tasks to remain stimulated

Culture-fit considerations - You would fit best into an organizational culture that:

- Is regarded as an innovator in their field
- Values and promotes creativity
- Quickly adapts to change
- Takes risks

Interview Questions – Suggested questions to probe into this area to further assess "fit"

- How much change would there be in this job on a day-to-day basis?
- Would the workload in this job be predictable or unpredictable?

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.



360 Degree Leadership Review



Safety Culture Survey



Online Training Courses



Sports Performance Profile

Contact Us at info@talentclick.com | 1 (877) 723-3778