



AVP REPORT

Attitude, Values, Personality



PARTICIPANT REPORT

For Self-Coaching & Self-Awareness

Kelly Sample

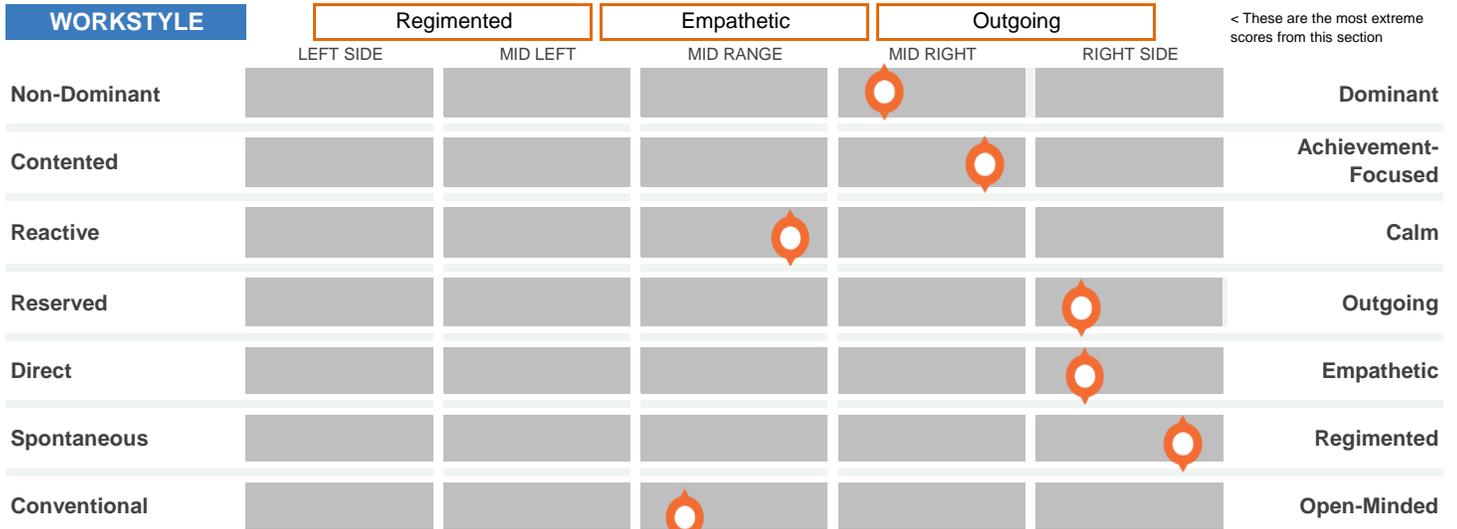
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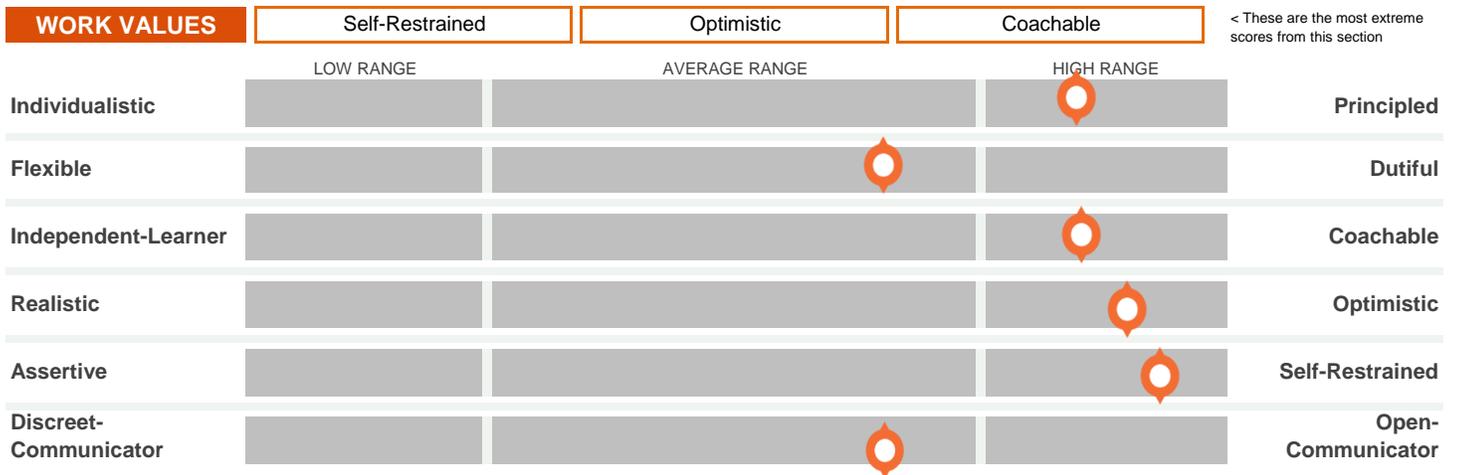




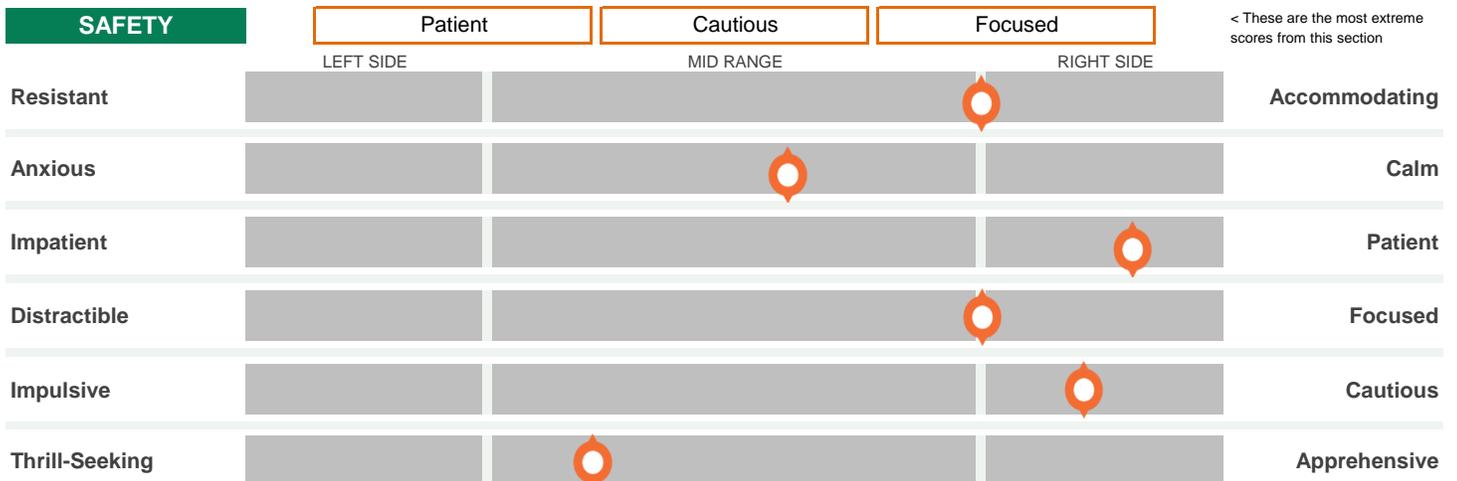
Primary Traits:



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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 section 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:

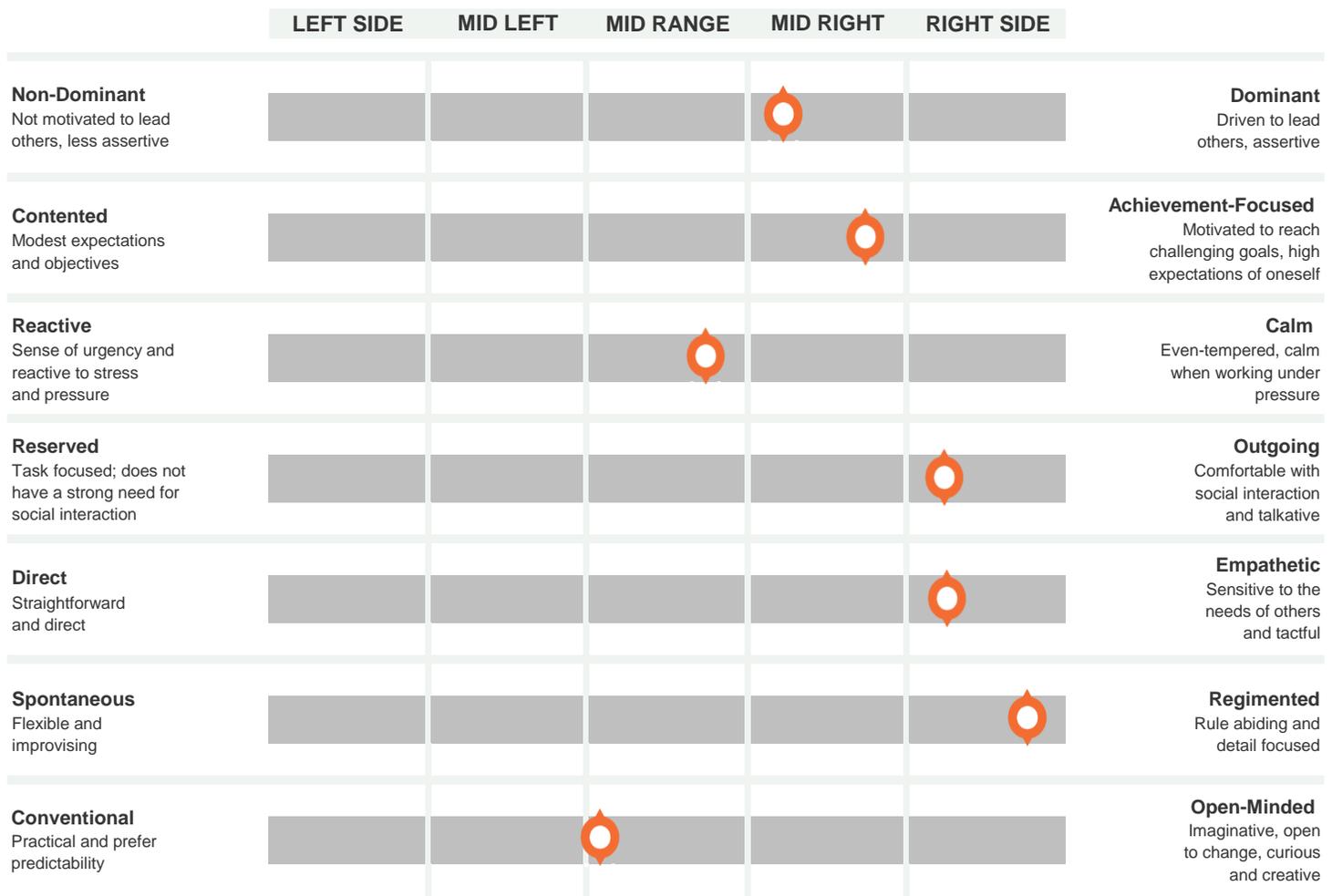
Regimented

Empathetic

Outgoing

These are the most extreme scores from the 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.

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STRENGTHS

Positive aspects related to how you scored:

Regimented

- You're detail-oriented
- You value order, structure, and predictability
- You're rule conscious
- You're conscientious and dependable

Outgoing

- You'll initiate social interaction.
- You can be outgoing, colorful and charismatic.
- You're comfortable being the center of attention.
- You quickly build relationships.

Empathetic

- You're seen as helpful and considerate.
- You prefer to avoid conflict when possible.
- You're empathetic and understanding.
- You're focused on cooperation and team efforts.

Achievement-Focused

- You're self-motivated to reach difficult goals.
- You have high standards and expectations of yourself and others.
- You're focused on completing tasks and reaching your objectives.
- You enjoy difficult challenges.

COACHING CONSIDERATIONS

Potential challenges & self-coaching tips:

Regimented

- At times, you may prefer to focus on the details rather than on the "big picture".
- You may respond to stressful or unusual situations by planning and organizing.

Outgoing

- You may perform better with more group involvement.
- You may prefer collaboration to completing tasks independently.

Empathetic

- You may spend too much time trying to please others.
- You may be uncomfortable dealing with people who are upset or angry.

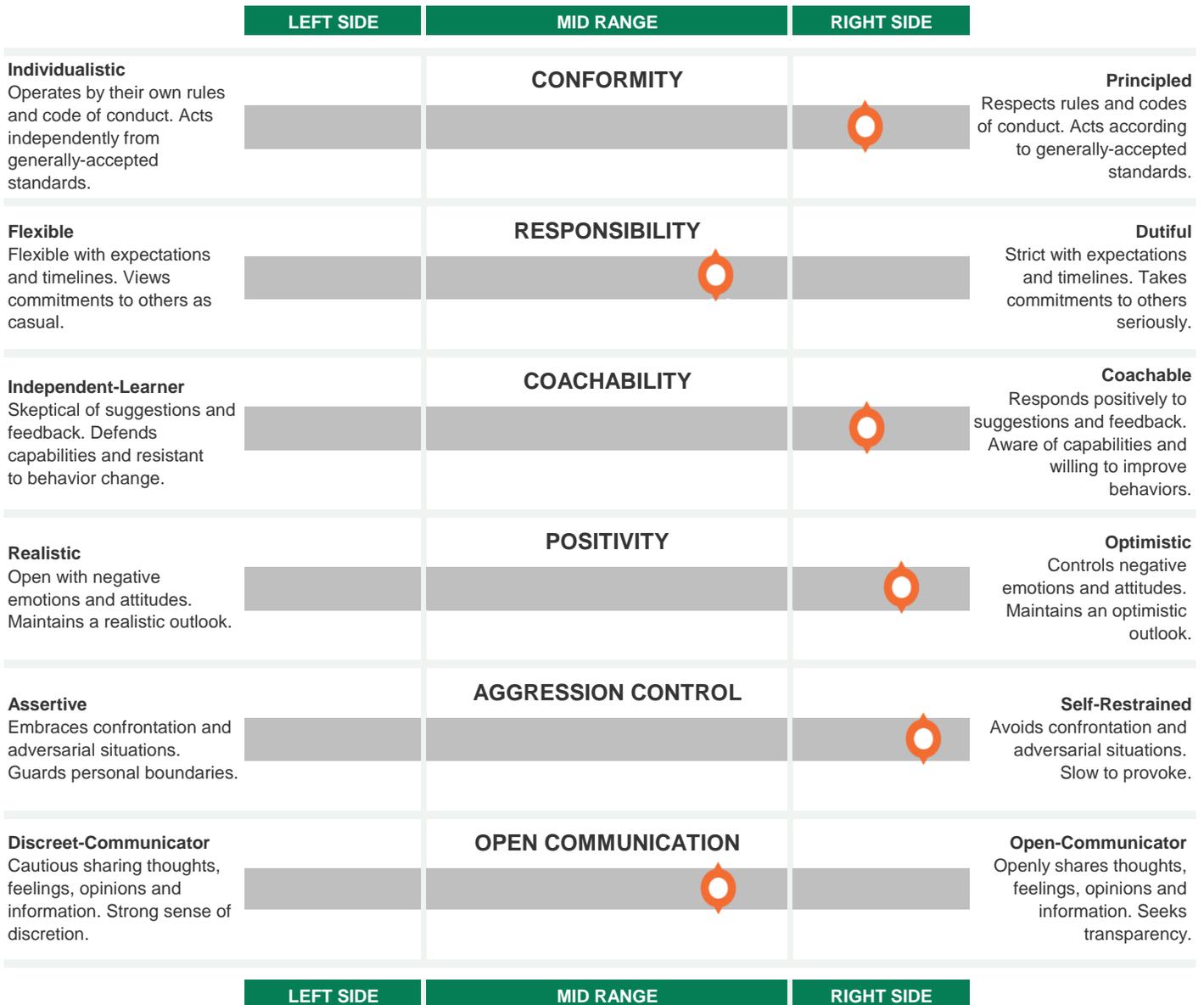
Achievement-Focused

- You may need to be challenged and fully utilized to be engaged in work.
- You may become frustrated when your personal goals are not met.

Introduction

- This section is a summary of your work values and attitude calculated from the assessment.
- 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 self-awareness and actively managing counterproductive behaviors.

Your Work Values Profile:



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

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STRENGTHS

Positive aspects related to how you scored:

Self-Restrained

- You keep your emotions under control.
- You handle stress or conflict without becoming agitated or angered.
- You are not easily provoked or offended.
- You are patient and understanding with others.

Principled

- You believe in following rules and standards.
- You place a high importance on trust.
- You take your own reputation seriously.
- You are seen as ethical and honorable.

Optimistic

- You see the upside to situations and new ideas.
- You maintain an optimistic outlook.
- You have an encouraging impact on others.
- You are seen as a cooperative team member.

Coachable

- You seek suggestions for improvement.
- You are aware of your own capabilities and limitations.
- You are open to changing behaviors.
- You are motivated by self-development.

COACHING CONSIDERATIONS

Potential challenges & self-coaching tips:

Dutiful

- Negotiate to adjust goals and commitments when you think they are unrealistic.
- Be careful that you are not over-committing yourself and ignoring your own needs.
- If you're unable to fulfill your commitments, think about what you can do to improve your reliability in the future.

Coachable

- Usually a manager knows best, but not always. Feel free to seek a second opinion when needed.
- Make an effort to think about what you are doing well before focusing on areas for improvement.
- Try to set realistic standards for your self-development. Some tasks or responsibilities may not be best suited to you and you are better off delegating these to others.

Open-Communicator

- You may be too tolerant of others' behavior at times. Show others that you have boundaries by being firm when needed.
- Sometimes you may need to voice your frustration so others know what's important to you.
- In some situations, expressing anger is appropriate. Just be careful not to direct it at others unless it will lead to a constructive outcome.

Principled

- Make an effort to recognize when rules or codes of conduct are not appropriate for the situation and should be adapted or revised.
- Be mindful of when you may be too trusting of others and should take a more cautious approach. Remember that some people place less emphasis on ethics, principles or honesty.
- At times you may be overly protective of your reputation. Keep in mind that you can't always control people's perceptions of you.

Safety Personality Defined

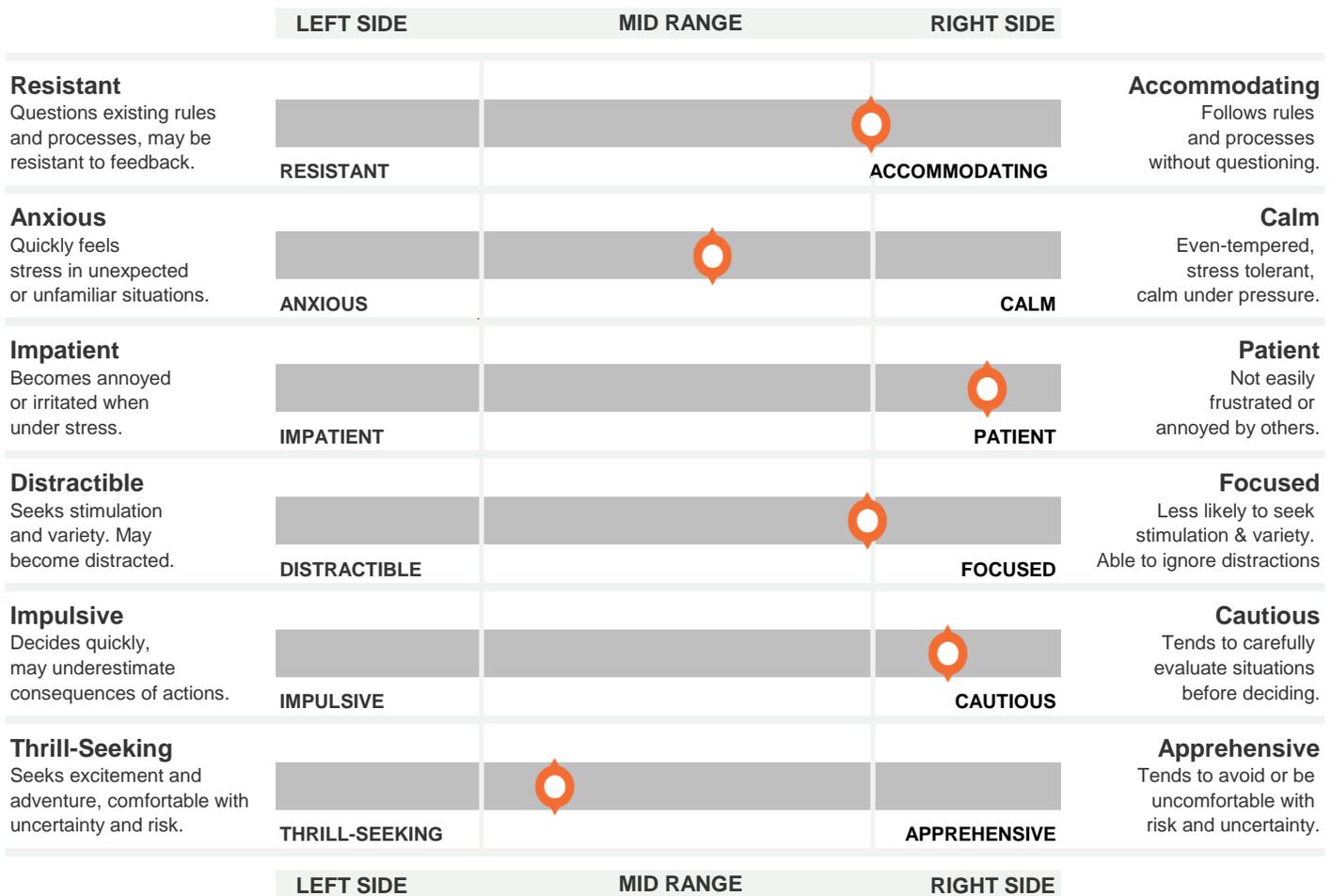
- This section is a summary of your **safety-related personality traits** calculated from the assessment you completed.
- Everyone has core personality traits and tendencies or "**default settings**" that affect behaviors.
- "Default settings" can be hard to change, but you can **reduce risk** by increasing self-awareness & choosing safe behaviors.

Your Primary Traits:



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

Your Safety Personality Profile:



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STRENGTHS

Positive aspects related to how you scored:

Patient

- You're patient and understanding with others.
- You're able to keep emotions under control.
- You can handle stress without becoming irritable.

Focused

- You have a high level of focus & concentration.
- You can be counted on to be detail & quality-focused.
- You're able to persist at repetitive or routine tasks.

Cautious

- You tend to think things through before acting.
- You're good at considering possible negative consequences of actions.
- You're not likely to take unnecessary risks.

Accommodating

- You'll accept and follow existing rules and procedures.
- You're open to hearing feedback and coaching.
- You'll accept changes in procedures or re-training.

COACHING CONSIDERATIONS

Potential challenges & self-coaching tips:

Patient

- You're able to handle stress & discomfort without becoming irritable.
- Make sure you immediately correct unsafe behavior in other team members.
- You may be too patient, understanding, and tolerant of others' bad behavior.

Thrill-Seeking

- You may benefit from getting help from team members to recognize risks you may overlook.
- You may not always recognize when risks should not be tolerated.
- You may become bored with tasks that you have already mastered.

Cautious

- You may be hesitant to take action in unusual situations.
- You may be slower than others to make decisions.
- You may be seen as too cautious or too careful.

Focused

- Take a "time out" and organize yourself if you're feeling overwhelmed when multi-tasking.
- Take time to get comfortable and set up a new routine when you take on new tasks.
- Don't get distracted when you have to break or change a routine or set process.



ABOUT SAFETY QUOTIENT™

SQ™ DEFINED

SQ™ is an assessment tool that measures the key personality factors linked to safety outcomes in the workplace

SAFETY SELF-AWARENESS

Safety Self-Awareness is the process of understanding and recognizing how your thoughts, feelings, and behaviors affect safety outcomes on the job.



About this Report

Purpose

- Summarize your Safety Personality Profile and self-coaching suggestions

Content

- Your Safety Personality Profile
- Self-coaching tips to improve safety
- Workbook for Safety Self-Awareness
- Your commitment

Keep in mind - Consider other factors that affect safety in addition to personality:

- Physical & environmental conditions
- Personal situation (stress, sleep, illness, etc.)