



WSQ-Discovery

DayOne Conversation Guide

This Report Prepared for
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CP Demo Care (ID) 7010104280
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Leader Alignment
ADMIN Sample | Admissions
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Interpretation Requirements

General Member Training

Advanced Training Available



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D For an expedited conversation, discuss topics highlighted by the DayOne symbol.



Focusing Your Onboarding



The Onboarding Focus Indicators display how much attention and focus will likely be needed as Sharon begins a new role in the organization. There are 4 Onboarding Areas of Focus: Building New Relationships, Learning Job Requirements, Receptivity to Feedback, and Adapting to Change. The greater the bar, the more focus is necessary to ensure a successful onboarding experience.

Normal Focus Moderate Focus Strong Focus Intense Focus

Building New Relationships



Suggested Level of Focus: Normal

Sharon has enough personality traits to build new relationships with co-workers. They may be outgoing, willing to give others' the benefit of the doubt, or agreeable. Regular management support will be sufficient.

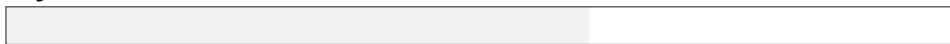
Learning Job Requirements



Suggested Level of Focus: Normal

Sharon will be highly engaged in learning the new duties and responsibilities of the job. They will be highly motivated to learn, drive their own learning, and will thrive on positive reinforcement and additional teaching from their manager.

Receptivity to Feedback



Suggested Level of Focus: Moderate

Sharon may be open to some feedback on their behavior. When feeling secure, they will be open to exploring their impact on others, but will need reassurance and validation from their manager. When feedback is overly direct, they may feel criticized or unable to reflect on behavior changes.

Adapting to Change



Suggested Level of Focus: Normal

Sharon will be capable of adapting their work routines when faced with normal kinds of changes. They will accept that not everything can be certain and can still think or take action amidst normal levels of ambiguity. They will not be overly worried about the future.



Building New Relationships

Normal Focus Recommended

Intense Focus Necessary



In most new situations, Sharon has enough personality traits to build new relationships with co-workers. They may be outgoing, willing to give others' the benefit of the doubt, or agreeable. Regular management support will be sufficient. Below are the relevant personality traits that impact Building New Relationships:

Solitudinous



Gregariousness



Sharon may be energized by solitude, likely prefers to connect with others on an individual basis, and more often than not will likely avoid social engagements or situations involving large groups

Skeptical



Trust

Sharon is generally accepting of others' choices, not likely to question motivations, often believes that others are well-intentioned and trustworthy; will be able to assume the best intentions in most

Directness



Diplomacy

Sharon may be direct about own needs and interests, may not always let go of conflicts or back down from own point of view; from time to time may be experienced by others as tough minded and argumentative

Yielding



Assertiveness

Sharon may be someone who makes self heard, is likely to express opinions, particularly in given situations, stands up for self when necessary, at times could be seen as dominant or forceful



Building New Relationships

How can these traits be assets to you as you build new relationships?

How might these traits get in your way as you build new relationships?

How can ADMIN be helpful as you work to build new relationships?

What are your 90-day goals for building new relationships?



Learning Job Requirements

Normal Focus Recommended

Intense Focus Necessary



In most new situations, Sharon will be highly engaged in learning the new duties and responsibilities of the job. They will be highly motivated to learn, drive their own learning, and will thrive on positive reinforcement and additional teaching from their manager. Below are the relevant personality traits that impact Learning Job Requirements:

Accepts Knowledge



Sharon will be flexible in their thinking, be receptive to others, and enjoys learning new ideas

Open to Learning



Doubts Abilities



Sharon May be doubting of own decisions and abilities, at times may struggle to give self credit, therefore may rely on others for encouragement

Self-Confidence

Conventional



Sharon NULL

Openness



Accepts Inexactness



Sharon is highly likely to use information to gain a sense of security, may become distressed from not having enough information, is uncomfortable making decisions without significant objective information

Values Information





Learning Job Requirements

How can these traits be assets to you as you learn your job requirements?

How might these traits get in your way as you learn your job requirements?

How can ADMIN be helpful as you work to learn your job requirements?

What are your 90-day goals for learning job requirements?



Receptivity to Feedback

Normal Focus Recommended

Intense Focus Necessary



In most new situations, Sharon may be open to some feedback on their behavior. When feeling secure, they will be open to exploring their impact on others, but will need reassurance and validation from their manager. When feedback is overly direct, they may feel criticized or unable to reflect on behavior changes. Below are questions designed for Sharon to explore their Receptivity to Feedback:

What is it like for you when people ask you for your opinion on your work performance?

How do you know whether feedback is helpful or not?

How do you know the difference between what you are good at and what you need more help with?

How do you pick out the useful parts of feedback?





Receptivity to Feedback

How can what you discussed on page 8 help you use feedback more effectively?

How might what you discussed get in your way as you receive feedback?

How can ADMIN offer you feedback on your work behaviors?

What are your 90-day goals for receiving feedback?



Adapting to Change

Normal Focus Recommended

Intense Focus Necessary



In most new situations, Sharon will be capable of adapting their work routines when faced with normal kinds of changes. They will accept that not everything can be certain and can still think or take action amidst normal levels of ambiguity. They will not be overly worried about the future. Below are questions designed for Sharon to explore their Adapting to Change:

How do you know when change is helpful and necessary versus when it is upsetting and dangerous?

How do you know when to put sufficient thought into anticipating future risks?

How do you know when to stick with your routines?



How do you what details are not important to know before making changes?



Adapting to Change

How can what you discussed on page 10 be used as assets for adapting to change?

How might you sometimes get in your way of effectively adapting to change?

How can ADMIN help you effectively adapt to important changes?

What are your 90-day goals for adapting to change?



Working with Your Leader



The Alignment Focus Indicators display how much attention and focus Sharon and ADMIN will need to spend on aspects of their working relationship. There are 4 Alignment Areas of Focus: Personality Match, Information Exchange, Task Completion, and Working Alliance. The greater the bar, the more focus is necessary to ensure a successful onboarding experience.

Normal Focus Moderate Focus Strong Focus Intense Focus

Personality Similarity



Suggested Level of Focus: Intense

Sharon and ADMIN have very different personalities. Their interests, motivations, and styles are very different. It will be critical for ADMIN to learn about Sharon and put effort into learning about each other's styles and patterns.

Information Exchange



Suggested Level of Focus: Moderate

As a pair, Sharon and ADMIN will need help to effectively communicate with one another, even under optimal circumstances. When faced with challenges or conflict their communication may break down. ADMIN should be intentional about keeping communication open.

Task Completion



Suggested Level of Focus: Moderate

As a pair, Sharon and ADMIN will prefer to shift their focus, keeping multiple projects going at once. They may not readily enjoy producing or completing basic tasks, preferring instead to work on what is enjoyable at the time. ADMIN should be keenly aware of what projects need immediate completion and remind Sharon of them.

Working Alliance



Suggested Level of Focus:

With outside support, Sharon and ADMIN can effectively build professional relationships. At times, they miss communicate, grow skeptical, or fail to connect. With support, they can create positive outcomes. However, intense differences may be challenging to overcome.



Personality Similarity

Normal Focus Recommended

Intense Focus Necessary



In most circumstances, Sharon and ADMIN have very different personalities. Their interests, motivations, and styles are very different. It will be critical for ADMIN to learn about Sharon and put effort into learning about each other's styles and patterns. Below are how Sharon and ADMIN align on the Five Factors of Personality:

Conventional



Traditional, grounded, and practical; prefers to engage with the here and now; thinks concretely and narrowly; likely gravitates toward established, or already proven, methods	Open to a variety of ideas, feelings, and experiences; is imaginative, aesthetically sensitive, conceptual conversations and has a wide range of interests

Openness



Flexibility



Spontaneous, sensation-seeking and easy-going; is flexible and carefree; may struggle with follow-through or keeping commitments to plans	Self-disciplined, dutiful, organized, and goal driven; is focused and diligent; may be stubborn or hard on others who change their commitments

Conscientiousness



Introversion



Internally-oriented; gains energy by recharging in solitude; is quite, reserved, and contemplative; may struggle being center of attention or being around people for extended periods	Externally-oriented; gains energy by social stimulation; is talkative, outgoing, sociable, energetic, and domineering; may struggle letting others have the attention

Extraversion



Tough-Minded



Direct and uncompromising of own interests; skeptical of others' intentions; expecting of competition and challenge from others; seen as assertive and sometimes stubborn and tough-minded	Trusting, accommodating, cooperative, sympathetic toward others, and willing to compromise own interests; may not readily express own point of view; may be overly trusting or unconcerned about others' motives

Agreeableness



Controlled



Emotionally controlled; may not express or share intense emotions or acknowledge the impact of stress, sadness, worry, or anger on own self; may be emotionally closed	Emotionally expressive; may freely express or share intense emotions or be overly attuned to the impact of stress, sadness, worry, or anger on own self; may be emotionally reactive

Emotionality



Personality Similarity

How are you similar? How can you leverage this? What issues may arise?

How are you different? How can you balance one another? What can get in the way?

How can ADMIN adjust their approach to best relate to you?

How can you adjust your approach when appropriate?



Information Exchange



Normal Focus Recommended

Intense Focus Necessary



As a pair, Sharon and ADMIN will need help to effectively communicate with one another, even under optimal circumstances. When faced with challenges or conflict their communication may break down. ADMIN should be intentional about keeping communication open. Below are the specific personality traits that impact Information Exchange:

Accepts Inexactness



<p>Has little need to know all relevant information; will be comfortable relying on own intuition; does not require objective data to feel comfortable making a decision; may become frustrated from frequent requests for information</p>	<p>Needs information to gain sense of security; may become distressed from a lack of detailed information; is uncomfortable making decisions without extensive, objective information; may not trust own intuition</p>

Values Information

Concrete



<p>Thinks in a linear, straight-forward manner; seeks out proven or established methods</p>	<p>Has a vivid imagination; makes unusual connections; thinks about possibilities</p>

Imaginative

Accepts Knowledge



<p>Accepts current level of knowledge; will not question or challenge others</p>	<p>Receptive to new forms of knowledge or theories; actively seeks new learning</p>

Open to Learning

Yielding



<p>Holds back own opinions or point of view; gives in or avoids direct confrontation; seen as passive in group decision making</p>	<p>Makes self heard; expresses own point of view and stands up for self; confronts issues; seen as dominant and forceful</p>

Assertiveness



Information Exchange

D Values Information

How are you similar/different on this trait?

How might these similarities/differences help? How might they get in the way?

D Imaginative

How are you similar/different on this trait?

How might these similarities/differences help? How might they get in the way?

D Open to Learning

How are you similar/different on this trait?

How might these similarities/differences help? How might they get in the way?

D Assertiveness

How are you similar/different on this trait?

How might these similarities/differences help? How might they get in the way?



Task Completion



Normal Focus Recommended

Intense Focus Necessary



As a pair, Sharon and ADMIN will prefer to shift their focus, keeping multiple projects going at once. They may not readily enjoy producing or completing basic tasks, preferring instead to work on what is enjoyable at the time. ADMIN should be keenly aware of what projects need immediate completion and remind Sharon of them. Below are the specific personality traits that impact Task Completion:

Shifts Focus



<p>Changes focus and attention; begins multiple tasks at once; sporadic work pattern; seen as disorganized or distractible</p>	<p>Maintains focus and attention on a single task; avoids or blocks out distractions; linear work pattern; prefers a certain degree of order; seen as organized</p>

Keeps Focus

Independence



<p>Makes decisions independent of others; resists taking direction; breaks the rules; not concerned with societal expectations or norms</p>	<p>Readily accepts assignments; aware of social norms; follows the rules; works to follow through and complete tasks that are expected of them; aware of what should be done</p>

Dutifulness

Effort Conservation



<p>Conserves energies; may avoid challenges; not overly ambitious; goal-setting comes from external sources</p>	<p>Expend great energy to achieve own goals; driven to overcome challenges; diligent and purposeful toward achieving; sacrificing in order to achieve</p>

Achievement Drive

Stoic

<p>Moderates behaviors; rarely acts on impulses or urges; restricts or controls decisions when experiencing strong emotions; seen as deliberate and controlled</p>	<p>Often acts on own impulses or drives; makes decisions quickly or based on current emotional state; experienced as someone who is expressive and acting on a whim</p>

Impulsivity





Task Completion

D Keeps Focus

How are you similar/different on this trait?

How might these similarities/differences help? How might they get in the way?

D Dutifulness

How are you similar/different on this trait?

How might these similarities/differences help? How might they get in the way?

D Achievement Drive

How are you similar/different on this trait?

How might these similarities/differences help? How might they get in the way?

D Stoic

How are you similar/different on this trait?

How might these similarities/differences help? How might they get in the way?



Working Alliance

Normal Focus Recommended

Intense Focus Necessary



With outside support, Sharon and ADMIN can effectively build professional relationships. At times, they miss communicate, grow skeptical, or fail to connect. With support, they can create positive outcomes. However, intense differences may be challenging to overcome. Below are the specific personality traits that impact Working Alliance:

Skeptical



<p>Wonders about others' motives and intentions; doubts others, questions why people do what they do; assumes hidden agendas and questions others' choices</p>	<p>Accepts others' choices; does not question motivations or suspect hidden agendas; believes that others are well-intentioned and trustworthy; readily assumes the best intentions</p>
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Trust

Directness



<p>Direct about own needs and interests; will not easily let go of conflicts or back down from own point of view; often seen as argumentative</p>	<p>Aware of group conflict; will sacrifice own needs to keep group at ease; will forgive and forget; deferential to others to maintain cohesion</p>
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Diplomacy

Low Affiliation



<p>Own sense of identity is unrelated to feeling connected to others; does not need a sense of community or belonging to feel fulfilled; may feel connection with groups impedes individualism and autonomy</p>	<p>Needs to feel connected to others to gain security or fulfillment; needs to be around others to feel a sense of belonging; seeks to affiliate with groups and larger purposes for identity</p>
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Values Connection

Emotional Disinclination



<p>Not inclined to relate to the emotional experiences of others; may fail to connect with or acknowledge the emotions of others</p>	<p>Understand the emotional experience of self and others; can effectively connect the emotional experience to work objectives; may need to feel a strong purpose in order to maintain motivation</p>
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Emotional Intelligence



Working Alliance

D Trust

How are you similar/different on this trait?

How might these similarities/differences help? How might they get in the way?

D Diplomacy

How are you similar/different on this trait?

How might these similarities/differences help? How might they get in the way?

D Values Connection

How are you similar/different on this trait?

How might these similarities/differences help? How might they get in the way?

D Emotional Intelligence

How are you similar/different on this trait?

How might these similarities/differences help? How might they get in the way?

