



WSQ-Discovery

DayOne Conversation Guide

This Report Prepared for
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Leader Alignment
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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 John 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: Intense

John may have difficulty building new relationships and may require security, reassurance, and assistance forming new relationships at work. They may experience more distress or discomfort than most people when asked to form relationships.

Learning Job Requirements



Suggested Level of Focus: Normal

John 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: Normal

John will be open to feedback on their behavior and impact on others. They will not be overly defensive, but may need some time to process and think through their response. They will respond best to well-delivered feedback from their manager.

Adapting to Change



Suggested Level of Focus: Moderate

John will not be overly adaptable; they will require support, clarity, and reassurance when asked to make changes to their work routines. They may accept that not everything can be certain, but may struggle to maintain peak effectiveness amidst ambiguity. They may tend to be worried about the future.



Building New Relationships

Normal Focus Recommended

Intense Focus Necessary



In most new situations, John may have difficulty building new relationships and may require security, reassurance, and assistance forming new relationships at work. They may experience more distress or discomfort than most people when asked to form relationships. Below are the relevant personality traits that impact Building New Relationships:

Solitudinous



Gregariousness



John is energized by solitude, prefers to connect with others on an individual basis, seeks out activities that can be done alone, and avoids social engagements or situations involving large groups

Skeptical



Trust



John prefers to be self-reliant, protects self in new situations, doubts others, requires others to earn trust, assumes hidden agendas and questions others' choices

Directness



Diplomacy



John is direct about own needs and interests, does not easily let go of conflicts or back down from own point of view; often seen by others as tough minded and argumentative

Yielding



Assertiveness



John is someone who makes self heard, will express own point of view and opinion, stands up for self, may be seen as dominant and 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 Kimberly 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, John 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



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

Open to Learning



Doubts Abilities



John is independent and self-sufficient, believes in own general and decision-making, likely to over rely on own perspective or self for project completion

Self-Confidence



Conventional



John NULL

Openness



Accepts Inexactness



John may use information to gain a sense of security, can at times become distressed from not having enough information, may be uncomfortable making decisions without 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 Kimberly 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, John will be open to feedback on their behavior and impact on others. They will not be overly defensive, but may need some time to process and think through their response. They will respond best to well-delivered feedback from their manager. Below are questions designed for John 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 keep from taking feedback too personally?



How do you know when you need help developing a new skill?



What do you do with 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 Kimberly 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, John will not be overly adaptable; they will require support, clarity, and reassurance when asked to make changes to their work routines. They may accept that not everything can be certain, but may struggle to maintain peak effectiveness amidst ambiguity. They may tend to be worried about the future. Below are questions designed for John 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 you become too controlling of what will happen at work?



How do you know when to stick with your routines?



How do you know when to slow down and pay close attention to things?





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 Kimberly help you effectively adapt to important changes?

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



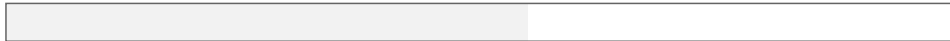
Working with Your Leader



The Alignment Focus Indicators display how much attention and focus John and Kimberly 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: Moderate

John and Kimberly share only a few personality characteristics. They are likely to think and communicate in different ways. It will be very important for Kimberly to learn about John's styles and patterns.

Information Exchange



Suggested Level of Focus: Normal

As a pair, John and Kimberly will effectively communicate under optimal circumstances. For the most part, they will keep the lines of communication open; however, when faced with challenges or conflict the communication may break down. Kimberly should be intentional about keeping communication open.

Task Completion



Suggested Level of Focus:

As a pair, John and Kimberly 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. Kimberly should be keenly aware of what projects need immediate completion and remind John of them.

Working Alliance



Suggested Level of Focus:

With outside support, John and Kimberly 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, John and Kimberly share only a few personality characteristics. They are likely to think and communicate in different ways. It will be very important for Kimberly to learn about John's styles and patterns. Below are how John and Kimberly 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 Kimberly 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, John and Kimberly will effectively communicate under optimal circumstances. For the most part, they will keep the lines of communication open; however, when faced with challenges or conflict the communication may break down. Kimberly 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?

Open to Learning

How are you similar/different on this trait?

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

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, John and Kimberly 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. Kimberly should be keenly aware of what projects need immediate completion and remind John of them. Below are the specific personality traits that impact Task Completion:

Shifts Focus

	<table border="1"> <tr> <td>Changes focus and attention; begins multiple tasks at once; sporadic work pattern; seen as disorganized or distractible</td> <td>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</td> </tr> </table>	Changes focus and attention; begins multiple tasks at once; sporadic work pattern; seen as disorganized or distractible	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
Changes focus and attention; begins multiple tasks at once; sporadic work pattern; seen as disorganized or distractible	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		

Keeps Focus

Independence

	<table border="1"> <tr> <td>Makes decisions independent of others; resists taking direction; breaks the rules; not concerned with societal expectations or norms</td> <td>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</td> </tr> </table>	Makes decisions independent of others; resists taking direction; breaks the rules; not concerned with societal expectations or norms	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
Makes decisions independent of others; resists taking direction; breaks the rules; not concerned with societal expectations or norms	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		

Dutifulness

Effort Conservation

	<table border="1"> <tr> <td>Conserves energies; may avoid challenges; not overly ambitious; goal-setting comes from external sources</td> <td>Expend great energy to achieve own goals; driven to overcome challenges; diligent and purposeful toward achieving; sacrificing in order to achieve</td> </tr> </table>	Conserves energies; may avoid challenges; not overly ambitious; goal-setting comes from external sources	Expend great energy to achieve own goals; driven to overcome challenges; diligent and purposeful toward achieving; sacrificing in order to achieve
Conserves energies; may avoid challenges; not overly ambitious; goal-setting comes from external sources	Expend great energy to achieve own goals; driven to overcome challenges; diligent and purposeful toward achieving; sacrificing in order to achieve		

Achievement Drive

Stoic

	<table border="1"> <tr> <td>Moderates behaviors; rarely acts on impulses or urges; restricts or controls decisions when experiencing strong emotions; seen as deliberate and controlled</td> <td>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</td> </tr> </table>	Moderates behaviors; rarely acts on impulses or urges; restricts or controls decisions when experiencing strong emotions; seen as deliberate and controlled	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
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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

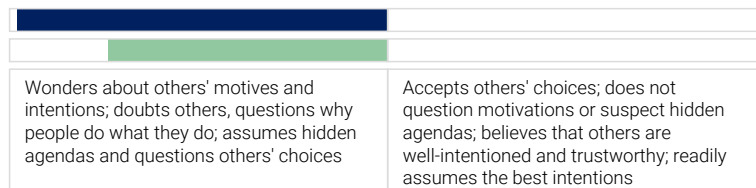
Normal Focus Recommended

Intense Focus Necessary



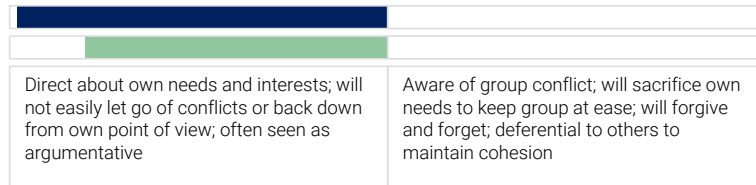
With outside support, John and Kimberly can effectively build professional relationships. At times, they miss communicate, grow skeptical, or fail to connect. With support, they can create positive outcomes. However, intense differences may be challenging to overcome. Below are the specific personality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

Skeptical



Trust

Directness



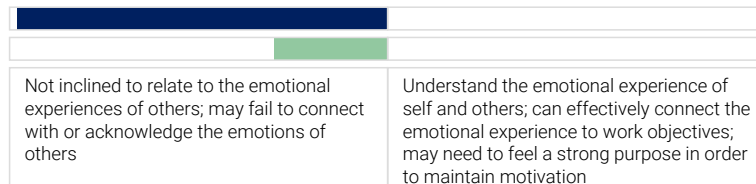
Diplomacy

Low Affiliation



Values Connection

Emotional Disinclination



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?

