



WSQ-Discovery

Job Fit Report

This Report Prepared for
Sharon Kepler | Office Coordinator
CP Demo Care (ID) 7010104280
2018-07-12

Leader Alignment
ADMIN Sample | Admissions
CP Demo Care (ID) 2213834253

Interpretation Requirements

General Member Training

Advanced Training Available



Table of Contents

Using The WSQ-Discovery Job Fit Report	3
Key Success Indicators	4
Personality Fit with Position	5
Personality Trait Descriptions	6
Onboarding Success Index	7
Leader Alignment	8
Stress Impact	9
Interview Guide	11
Selection Checklist	13



Using The WSQ-Discovery Job Fit Report



The WSQ-Discovery Job Fit Report is validated for use in Selection or Promotion decisions for all jobs listed in the United States Department of Labor Dictionary of Occupational Titles. It is also validated for job coaching, talent forecasting, or competency building. It is important to remember that personality traits always combine with cognitive capacity, past experience, technical skill, and job-specific knowledge to determine a candidate's likelihood for success in a given role. The WSQ-Discovery should always be integrated with additional information when making employment decisions. This Job Fit Report provides you with the following personality-related information:

Profile Validity

Profile Validity measures a candidate's overall pattern of responding to the WSQ-Discovery Inventory. Over-Representation suggests the candidate endorsed having highly unlikely virtues and did not admit to behavioral shortcomings. Under-representation suggests the candidate was overly admitting to behavioral shortcomings. A Realistic Representation suggests the candidate was presenting a realistic image of their personality tendencies. Random Responding occurs when a candidate is habitually inconsistent on 15 or more similar item pairs. Consistent Responding occurs when the candidate's item responses fall within the normal range of personality tendencies.

Personality Fit Index

Personality Fit Index is determined by matching the candidate's personality against the job-relevant traits of the position. The WSQ-Discovery Personality Fit with Position is calculated by determining fit among Critical, Important, and (if applicable) Supplemental traits. This score is an approximation of a candidate's potential for success in the role. Validation research suggests Index Scores between 500-999 are within normal range. Individuals who score below 500 may require more coaching, self-insight, and behavior change in order to perform effectively on job. Follow the Interview Guide and Selection Checklist for scores below 500.

Onboarding Success Index

The WSQ-Discovery Onboarding Success Index provides insight into what areas of the job transition the new employee may need additional support. The Onboarding Success Index is a measure of an employee's need for management, coaching, or support on four dimensions: Building New Relationships, Learning Job Requirements, Receptivity to Feedback, and Adapting to Change. Validation research suggests Index Scores between 350-999 are within normal range. Individuals who score below 500 may require more overall coaching, self-insight, or support throughout the entire job transition experience in order to perform up to their capabilities. Follow the Interview Guide and Selection Checklist for scores below 500.

Leader Alignment Index

The WSQ-Discovery Leader Alignment Index provides information about how effective the Employee-Leader relationship is likely to be. It helps pin-point areas of the relationship that may need additional support. The Leader Alignment Index is a measure of Employee-Leader Alignment across four dimensions: Personality Match, Information Exchange, Task Completion, and Working Alliance. Validation research suggests Index Scores between 500-999 are within normal range. Follow the Interview Guide and Selection Checklist for scores below 500.

Stress Impact Index

The WSQ-Discovery Stress Impact Index provides insight into the overall impact of stress on Sharon's behavior as well as information on how much job-specific personality traits may change under stress. The Stress Impact Index is an aggregate of Global Stress Impact, Critical Trait Changes, and Important Trait Changes. Validation research suggests Index Scores between 500-999 are within normal range and stress will not have a disproportional effect on work performance.

CareProfiler's WSQ-Discovery Personality Inventory is a scientific instrument developed by Organizational Psychologists. All scores are presented as Percentile Standing compared to a norm group of over 55,000 individuals with a similar demographic profile to the general North American population, job family, and test-taking purpose.

This WSQ-Discovery Job Fit Report requires administration oversight/interpretation from a psychologist, WSQ-Discovery Certified Facilitator, or a CareProfiler General Member who has completed training on this report. To learn about becoming a WSQ-Discovery Certified Facilitator please visit us at www.careprofiler.com



Key Success Indicators



Key Success Indicators provide you with an at-a-glance view of Sharon Kepler's likelihood for success, based on their personality traits. This likelihood for success can change considerably when additional information, such as cognitive capacity, technical skills and knowledge, and past experience as factored in.



0-199 Warning



200-349 Caution



350-499 Seek More



500-999 On-Target

Profile Validity

Accurate Profile

Self-Presentation | **Realistic**

Response Consistency | **Consistent**

Sharon responded to items in a straight-forward manner. Scale scores likely represent Sharon's actual personality. Sharon responded to similar item pairs in a consistent manner.

Personality Fit Index

424



4 Critical or Important Trait(s) are outside of the Target Range for position. Reference the Personality Fit section to identify these traits and then use the Interview Guide to follow-up.

Onboarding Index

590



1 Onboarding Dimension(s) are below ideal level for position. Reference the Onboarding Needs section to identify these dimensions and then use the Interview Guide to follow-up.

Manager Alignment Index

319



4 Dimension(s) of Employee-Manager Alignment are below ideal level. Reference the Employee-Manager Alignment section to identify these dimensions and then use the Interview Guide to follow-up.

Stress Impact Index

262



5 Job Related Trait(s) Change Under Stress. Reference the Stress Impact section to identify the specific trait(s) as well as the overall impact of stress on Sharon's behavior.



Personality Fit Index: Office Coordinator



The Personality Fit with Position Index compares Sharon's personality traits with ideal target ranges based upon the O*NET Library of Job-Relevant Traits for the given position. Job-Relevant Traits are ranked and weighted. The top 5 Critical Traits are weighted most heavily followed by the next 5 Important Traits. Some profiles may also include Supplemental Traits, which are weighted least. The Fit Index also awards partial points for traits within proximity to the target range. Traits are presented in descending order of importance to the position of Office Coordinator.

Overall Personality Fit Index

424



Critical Traits Sub-Index

667



	1st %ile	50th %ile	
Comfort with Authority		70	
Diplomacy		34	
Assertiveness		71	
Contemplation	10		
Self-Confidence		40	

Critical Traits Analysis

There is one Critical Trait that is outside of the target range. This particular trait may have a larger impact on performance than other traits. A drill-down question is provided for this Critical Trait that is outside of the range.

Important Traits Sub-Index

334




	1st %ile	50th %ile	
Values Ambition			97
Emotional Intelligence		87	
Imaginative			98
Achievement Drive		89	
Open to Learning			98


Important Traits Analysis


Some Important Traits are outside of the target range. While less impactful than the Critical Traits, these Important Traits likely still affect performance. Recommended drill-down questions are provided to help you clarify the effect of these mis-aligned traits.




Personality Traits Descriptions


Comfort with Authority 70 |  may be somewhat comfortable being in charge, may prefer roles where they are responsible for others, likely believes they make good decisions, but may, at times, rely on their own opinion over others


Diplomacy 34 |  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


Assertiveness 71 |  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


Contemplation 10 |  is very likely to not allow emotions to affect their decision-making process, may place more weight on the emotional component of an issue, and will spend little time on evaluating and analyzing an issue

Self-Confidence 40 |  May be doubting of own decisions and abilities, at times may struggle to give self credit, therefore may rely on others for encouragement

Values Ambition 97 |  has a high need for a sense of accomplishment in order to feel fulfilled, success plays a large part in their identity and sense of self, may experience distress around not yet accomplishing enough, regardless of what they have accomplished

Emotional Intelligence 87 |  understands the emotional experience of self and others, effectively incorporates emotions when communicating to others, but may allow emotions to overly effect decision making

Imaginative 98 |  has a vivid imagination, enjoys challenging routines and taking a creative approach to problem-solving, and may conceive of unusual ideas

Achievement Drive 89 |  will expend great energy to achieve personal goals, is driven to overcome challenges, diligent and purposeful and will sacrifice in order to achieve

Open to Learning 98 |  will be flexible in their thinking, be receptive to others, and enjoys learning new ideas



Onboarding Index



The Onboarding Success Index displays the likelihood of onboarding success. Lower scores suggest that additional management effort will be needed during the onboarding and acclimation phase of Sharon's employment. The Onboarding Success Index is comprised of 4 dimensions: Building New Relationships, Learning Job Requirements, Receptivity to Feedback, and Adapting to Change.

Overall Onboarding Index

590



Building New Relationships

555



Building New Relationships

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

898



Learning Job Requirements

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

387



Receptivity to Feedback | Refer to Interview Guide

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

521



Adapting to Change

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.



Leader Alignment Index



The Leader Alignment Index displays the degree to which Sharon Kepler (Employee) and ADMIN Sample (Leader) will align across 4 dimensions of the Employee-Leader Relationship: Personality Similarity, Information Exchange, Task Completion, and Working Alliance. Dimension Scores are the aggregate score of the personality traits of both the employee and the Leader that are related to each dimension. Generally, the higher the Dimension Score, the more likely the employee and Leader will work effectively together in that way.

Overall Alignment Index

319



Personality Similarity

85



Personality Similarity | Refer to Interview Guide

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

455



Information Exchange | Refer to Interview Guide

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

398



Task Completion | Refer to Interview Guide

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

336



Working Alliance | Refer to Interview Guide

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.



Stress Impact Index



The Stress Impact Index compares Sharon's reported personality traits on Good Days, Most Days, and Stressful Days. The greater the difference between Good Days and Stressful Days, the more likely Sharon will show varying behavioral tendencies as a result of feeling stress or pressure. The Sub-Indices show the overall impact of stress as well as changes on job-specific traits.

Overall Stress Impact Index

262



Global Stress Impact

531



Global Traits Stress Impact Description

Sharon's behavior patterns and expressed personality will be impacted by stress as much as the typical person. At times, stress may not impact Sharon's behaviors, while, at other times, stress may have a stronger impact on Sharon's behaviors. Others may notice a change when Sharon is under considerable or prolonged stress.

Critical Traits Stress Impact



Critical Traits Stress Impact Description

Sharon's behavior patterns and expressed personality will be greatly impacted by stress. Stress will likely have a prominent effect on Sharon's behaviors, leading to significant job-contingent stress-based behavioral inconsistency (SBBI). Others will likely notice a considerable change in Sharon's job-critical behavior when Sharon is under stress. Stress impact is only measuring behavior change under stress; it is not a measure of behavioral effectiveness. Please see other Key Success Indicators for a thorough understanding of Sharon's potential.

Important Traits Stress Impact

489



Important Traits Stress Impact Description

Sharon's job-relevant personality patterns and behaviors will be impacted by stress more than the typical person. Stress may have a strong effect on Sharon's job-relevant personality behaviors, leading to job-contingent stress-based behavioral inconsistency (SBBI). Others will likely notice a change in Sharon's job-relevant personality behavior when Sharon is under stress. Stress impact is only measuring behavior change under stress; it is not a measure of behavioral effectiveness. Please see other Key Success Indicators for a thorough understanding of Sharon's potential.

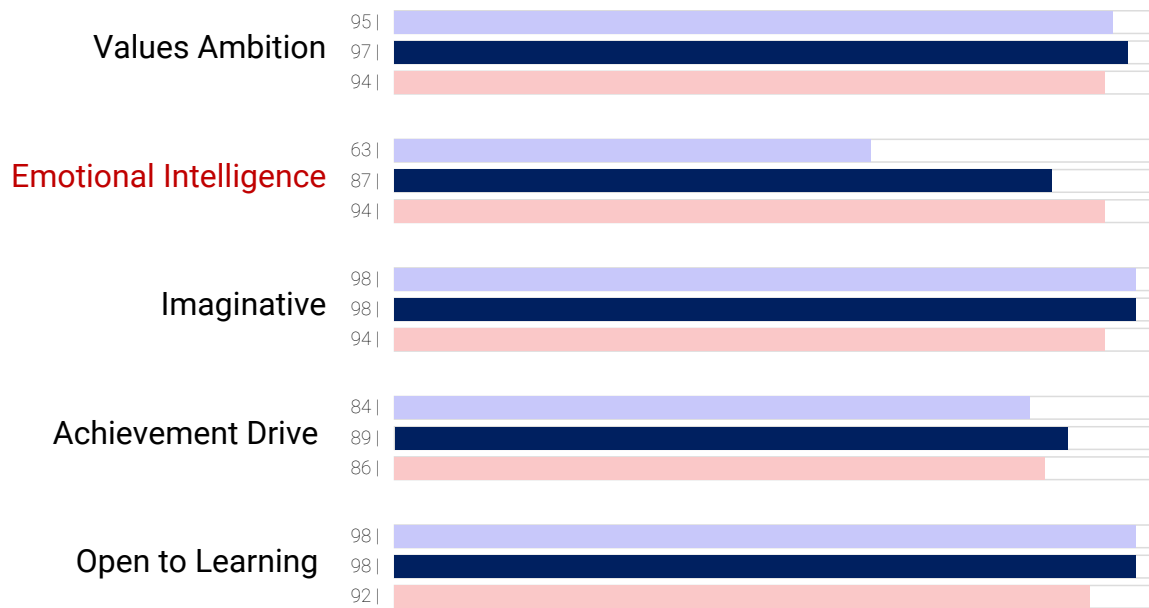
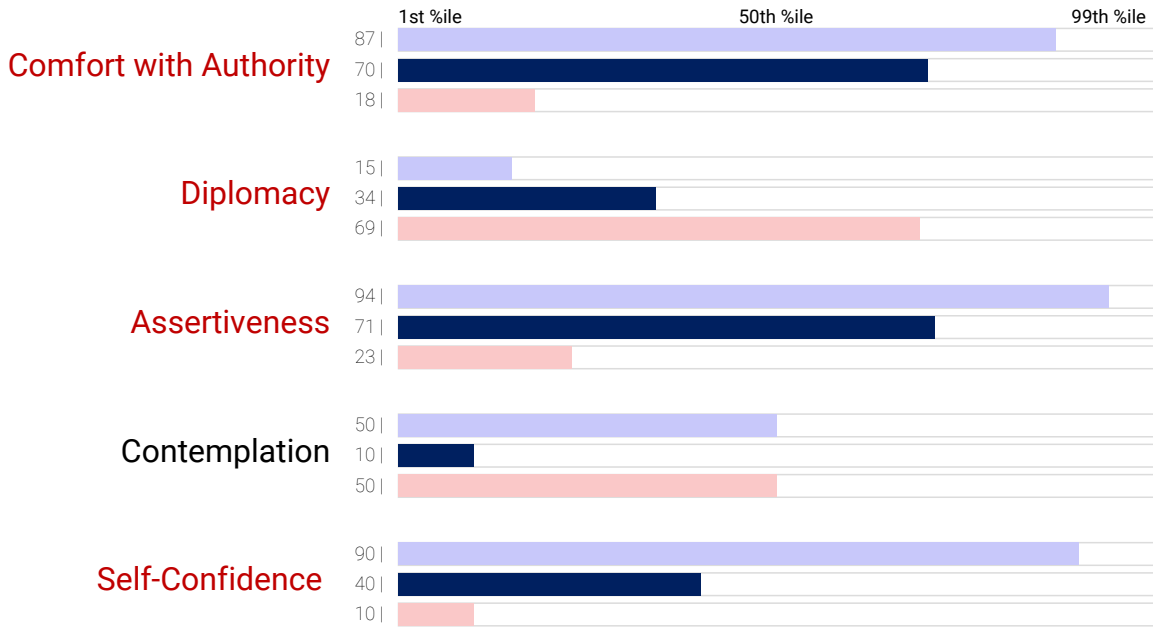


Stress Impact & Job Related Traits



Below are the Job Related Traits and Sharon's self-reported scores on Good Days, Most Days, and Stressful Days. The greater the difference between Good Days and Stressful Days, the more likely Sharon will show varying behavioral tendencies as a result of feeling stress or pressure.

Good Days Most Days Stressful Days





Interview Guide



The Interview Guide provides you with specific drill-down interview questions and considerations based upon Sharon Kepler's WSQ-Discovery results. The interview guide is EEOC-compliant and legally-defensible when used as a supplemental or follow-up to the initial structured interview.

Contemplation 10 %ile | Score Below Target Range

Tell me about a time when it would have been advantageous to rely more on objective data and information when making a decision.

Awareness Behavior

Values Ambition 97 %ile | Score Above Target Range

How do the mission and vision of this organization connect to your personal goals and ambitions? What does success look like to you?

Awareness Behavior

Imaginative 98 %ile | Score Above Target Range

Tell me about at time when you had to stick to a strict procedure or protocol with no room for innovation. What was it like for you? How did you stick to it?

Awareness Behavior

Open to Learning 98 %ile | Score Above Target Range

How do you stay interested, particularly when there are not many opportunities for new learning? What keeps you engaged in these types of situations?

Awareness Behavior

Receptivity to Feedback Index 387 | Score In Low Range

What do you see as the value of receiving feedback? What's it like for you to receive constructive feedback? What makes it more likely for you to hear it?

Awareness Behavior

Awareness

Check the Awareness box when the candidate has given indication they are aware of that particular aspect of their personality.

Behavior

Check the Behavior box when the candidate shared examples of changing their behavior when necessary.



Interview Guide Ctd...



The Interview Guide provides you with specific drill-down interview questions and considerations based upon Sharon Kepler's WSQ-Discovery results. The interview guide is EEOC-compliant and legally-defensible when used as a supplemental or follow-up to the initial structured interview.

Personality Match Index 85 | Score In Low Range

Tell me about working with someone who is very different from you, in style. What was that like for you? What adjustments were you able to make?

Awareness Behavior

Information Exchange Index 455 | Score In Low Range

Tell me about how you tend to communicate information to others, including your supervisor. How do you know how much and what information to share?

Awareness Behavior

Task Completion Index 398 | Score In Low Range

How do you ensure tasks are done well and on time? What gets in your way of completing tasks?

Awareness Behavior

Relationship Building Index 336 | Score In Low Range

Tell me about a time you had a conflict with a supervisor. What did you do about it? How was it resolved? What did you learn?

Awareness Behavior



Selection Checklist



The Selection Checklist provides you with an at-a-glance view of follow up recommendations based upon Sharon Kepler's WSQ-Discovery results. Check the box if, after your follow-up, all concerns are satisfied.

4 **Critical or Important Personality Trait(s) are outside of the Target Range.**
 Were Sharon's responses to follow-up questions regarding awareness and behavior change sufficient to satisfy all concerns with these out-of-range personality traits?

No **Yes**

1 **Onboarding Dimensions (s) are in the low range.**
 Were Sharon's responses to follow-up questions regarding onboarding and getting to know the job sufficient to satisfy all concerns related to first 90 days on the job?

No **Yes**

4 **Dimension(s) of Employee-Manager Alignment are below ideal level.**
 Did Sharon's responses to follow-up questions regarding the Employee-Manager relationship satisfy all concerns of Sharon working with ADMIN?

No **Yes**

5 **Critical or Important Personality Trait(s) are impacted by Stress.**
 Sharon is likely to change their behavior when under stress, potentially impacting job performance, engagement and tenure. Have you collected sufficient evidence outside of the WSQ-Discovery to understand how Sharon experiences stress?

No **Yes**

Have you assessed for cognitive capabilities?
 Because Sharon is generally curious and open to new experiences, cognitive capabilities will play a normal role in determining Sharon's job success. Have you collected sufficient evidence outside of the WSQ-Discovery to assess cognitive capabilities?

No **Yes**

Have you determined past success, technical skill, and job-knowledge?
 Because Sharon is generally conscientious and responsible, past experience, skill, and knowledge will play a normal role in determining Sharon's job success. Have you collected sufficient evidence outside of the WSQ-Discovery to determine past experience, skill and knowledge?

No **Yes**

Have you explore Sharon's Work Values?
 Because Sharon is generally stable and emotionally mature, Work Values will play a normal role in determining Sharon's job success. Have you collected sufficient evidence outside of the WSQ-Discovery to Sharon's Work Values?

No **Yes**

