



# WSQ-Discovery

## Match Report

Insight | Discussion | Alignment

This Report Prepared for

John Sample | Administrative Staff | 2019-01-15  
CareProfiler

ReportID  
23035277

Match Profile  
Kimberly Davis | Outreach Worker  
81573895

**Interpretation Requirements**  
WSQ-Discovery Facilitator Level I

**License Type**  
Development License



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# Using WSQ-Discovery for Hiring & Onboarding Decisions

The CareProfiler WSQ-Discovery is a personality inventory that measures all aspects of an individual's Personality System. Personality System Psychology is a theory of personality that integrates the Big Five Factor Model, Cognitive-Affective, and Psychodynamic-Narrative Theory.

Since 2008, the CareProfiler WSQ-Discovery has been administered to over 1 million test-takers. The WSQ-Discovery has been validated for use with both organizations and individuals. With certification and use of the proper reports, WSQ-Discovery can help inform personnel decisions such as Employee Selection, Promotion, and Professional Development. Additionally, the WSQ-Discovery Development Reports can be used for Individual/Personal Coaching, Career Exploration, and Vocational Counseling.

When using WSQ-Discovery for Personnel Selection, it is important to remember that personality traits combine with cognitive capacity, past experience, technical skill, and job-specific knowledge. Additionally, research suggests that the manager-employee relationship is the biggest driver of employee retention.

The WSQ-Discovery should always be integrated with other information collected during the hiring process to make the most effective hiring decisions over time.

CareProfiler's WSQ-Discovery Personality Inventory is a scientific instrument developed by psychology professionals. All scores are presented as Percentile Standing compared to a norm group of over 35,000 individuals with a similar demographic profile to the general North American population.

This WSQ-Discovery Personnel Selection Report requires administration oversight/interpretation from a psychologist, WSQ-Discovery Certified Facilitator, or a CareProfiler User holding an active Hiring & Onboarding License who has completed training on this report.

To learn about becoming a WSQ-Discovery Certified Facilitator please visit us at [www.careprofiler.com](http://www.careprofiler.com)



# Alignment Index



The Alignment Index displays the degree to which John Sample and Kimberly Davis will align across 4 dimensions present in all Working Relationship: Personality Similarity, Information Exchange, Task Completion, and Working Alliance. Dimension Scores are the aggregate score of the personality traits of both John and Kimberly that are related to each dimension. Generally, the higher the Dimension Score, the more likely John and Kimberly will work effectively together in that way.

## Overall Index

366



## Personality Similarity

445



### Personality Similarity Analysis | Refer to Interview Guide

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

505



### Information Exchange

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

290



### Task Completion | Refer to Interview Guide

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

225



### Working Alliance | Refer to Interview Guide

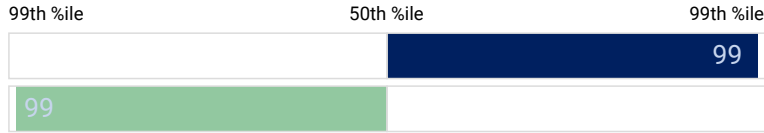
With outside support, John and Kimberly can effectively build professional relationships. At times, they miss communicate, grow skeptical, or fail to connect. With support, they can create positive outcomes. However, intense differences may be challenging to overcome.

# Big Five Personality Traits | Expanded Profile

Factor I

## 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



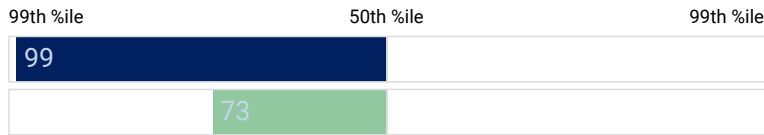
## Openness

Open to a variety of ideas, feelings, and experiences; is imaginative, aesthetically sensitive, conceptual conversations and has a wide range of interests

Factor II

## Flexibility

Spontaneous, sensation-seeking and easy-going; is flexible and carefree; may struggle with follow-through or keeping commitments to plans



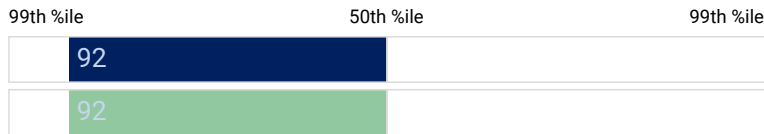
## Conscientiousness

Self-disciplined, dutiful, organized, and goal driven; is focused and diligent; may be stubborn or hard on others who change their commitments

Factor III

## 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



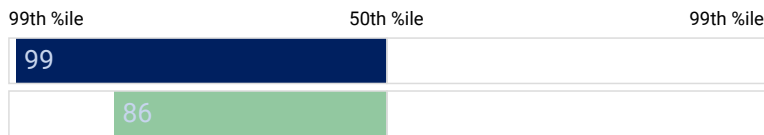
## Extraversion

Externally-oriented; gains energy by social stimulation; is talkative, outgoing, sociable, energetic, and domineering; may struggle letting others have the attention

Factor IV

## 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



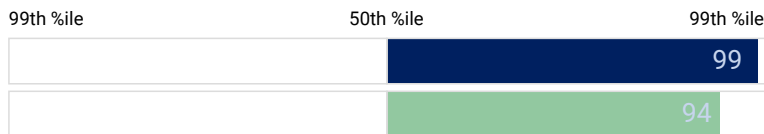
## Agreeableness

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

Factor V

## 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



## Emotionality

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



Person I: John Sample

Person II: Kimberly Davis

Factor I Traits

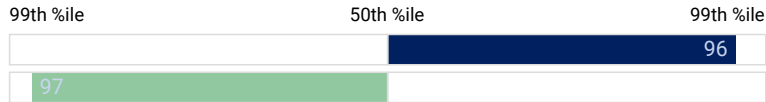
Factor II Traits

Factor III Traits

Factor IV Traits

**Concrete**

Thinks in a linear, straight-forward manner; seeks out proven or established methods

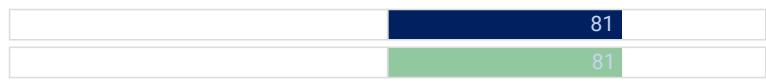


**Imaginative**

Has a vivid imagination; makes unusual connections; thinks about possibilities

**Emotional Seclusion**

Limits energy, focus, and attention on emotions of self or others; may describe emotional experiences in narrow terms

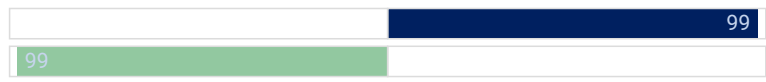


**Emotional Absorption**

Aware of, and focuses on, emotional states; interested in feelings; may use a wide range of terms to describe emotional experiences

**Seeks Routine**

Seeks routine; prefers stability and consistency of experiences; avoids change

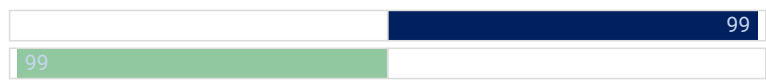


**Seeks Change**

Seeks variety and novelty of experiences; views routine as monotonous

**Accepts Knowledge**

Accepts current level of knowledge; will not question or challenge others

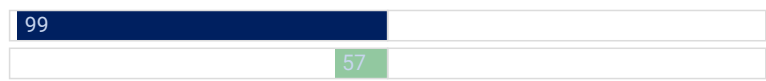


**Open to Learning**

Receptive to new forms of knowledge or theories; actively seeks new learning

**Shifts Focus**

Changes focus and attention; begins multiple tasks at once; sporadic work pattern; seen as disorganized or distractible

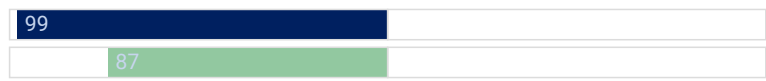


**Keeps Focus**

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

**Independence**

Makes decisions independent of others; resists taking direction; breaks the rules; not concerned with societal expectations or norms

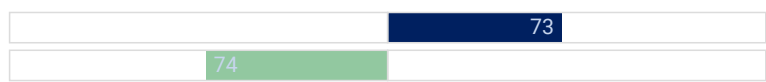


**Dutifulness**

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

**Effort Conservation**

Conserves energies; may avoid challenges; not overly ambitious; goal-setting comes from external sources

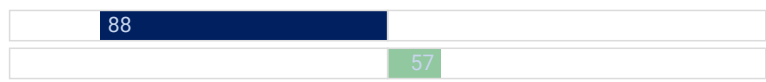


**Achievement Drive**

Expends great energy to achieve own goals; driven to overcome challenges; diligent and purposeful toward achieving; sacrificing in order to achieve

**Hasty**

Makes quick decisions; is okay making mistakes or unaware of mistakes; less attentive to details; more likely to take risks

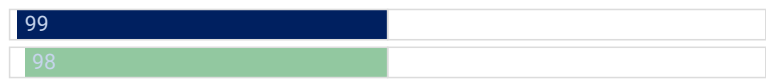


**Attention to Detail**

Avoids making or is highly aware of own mistakes; careful about own actions; cautious and planful; often focuses on minutia

**Solitudinous**

Energized by solitude; seeks out activities that can be done alone; avoids social engagements or situations involving large groups

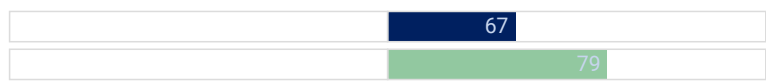


**Gregariousness**

Energized by being with large groups of people; seeks out social engagements; enjoys having others around; seen as affable and social

**Formality**

Takes a reserved, formal approach to others; often approaches relationships in a transactional manner; seen as measured; values own emotional privacy

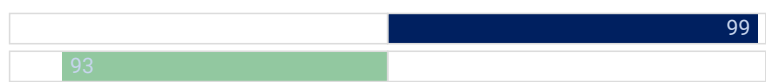


**Hospitality**

Interested in interacting with others and developing close relationships; seeks emotional intimacy in relationships; seen as outgoing and easy to connect with

**Yielding**

Holds back own opinions or point of view; gives in or avoids direct confrontation; seen as passive in group decision making

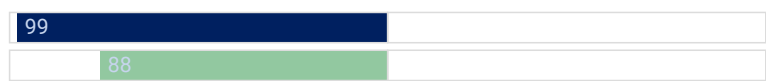


**Assertiveness**

Makes self heard; expresses own point of view and stands up for self; confronts issues; seen as dominant and forceful

**Matter-of-Fact**

Does not tease others; seldom jokes around or try to lighten mood; generally maintains a serious or matter of fact approach

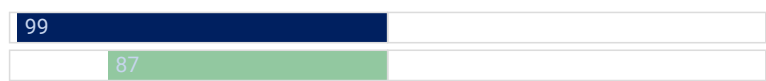


**Humor**

Frequently jokes around; brings humor into situations; may tease others; tries to lighten the mood; uses humor to relate to others

**Skeptical**

Wonders about others' motives and intentions; doubts others; questions why people do what they do; assumes hidden agendas and questions others' choices

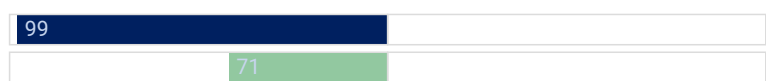


**Trust**

Accepts others' choices; does not question motivations or suspect hidden agendas; believes that others are well-intentioned and trustworthy; readily assumes the best intentions

**Concern for Self**

Aware of own needs and interests; avoids anticipating others' needs; focuses on own well-being; comfortable saying no and avoids involvement in others' issues or problems

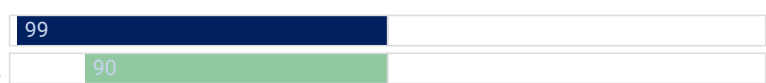


**Concern for Others**

Anticipates the needs and interests of others; tends to be generous and considerate to those around them; seen as helpful, uncomfortable saying no

**Directness**

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

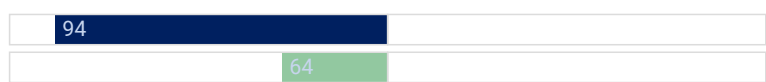


**Diplomacy**

Aware of group conflict; will sacrifice own needs to keep group at ease; will forgive and forget; deferential to others to maintain cohesion

**Displayful**

Comfortable with attention and public displays; accepting of accomplishments and praise; will talk about multiple aspects of self; enjoys entertaining others



**Modesty**

Unassuming and avoidant of making displays or drawing attention to self; resists talking about self; rarely shows off; more comfortable giving compliments than receiving



Person I: John Sample

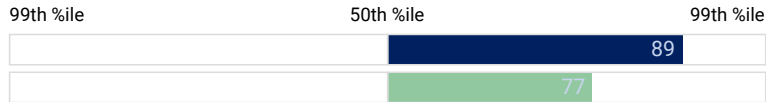
Person II: Kimberly Davis

Factor V Traits

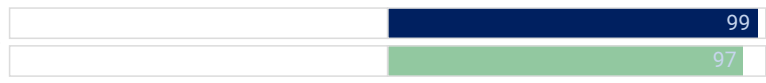
Self Concept Scales

Psychological Values

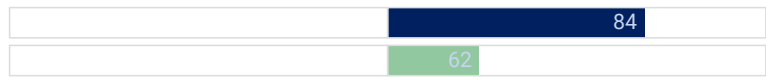
**Relaxed**  
Generally relaxed; may not anticipate potential concerns or consider the future much; does not express feeling skittish or worried



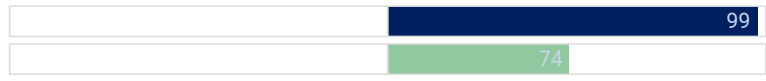
**Peaceable**  
Seen by others as even-tempered and resistant to frustration; seldom shows intense emotion; rarely complains or criticizes; may be experienced as less-impassioned



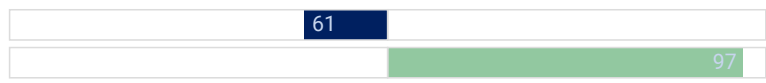
**Contented**  
Tends to attribute negative situations to external, rather than personal causes; feels life has direction and purpose; believes in the stability of positive circumstances and the fleeting nature of negative ones



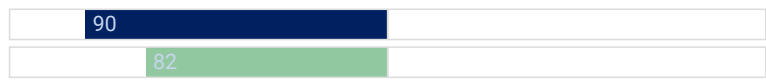
**Stoic**  
Moderates behaviors; rarely acts on impulses or urges; restricts or controls decisions when experiencing strong emotions; seen as deliberate and controlled



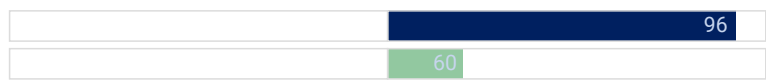
**Unabashed**  
Not easily embarrassed; not afraid of doing the wrong things or making mistakes; stands up for own self; not worried about what others think



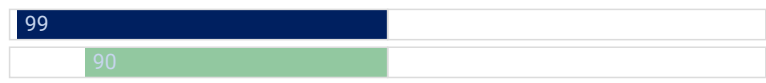
**Externalizing**  
Spends little time reflecting on experiences; less likely to think critically about own character, motives, or behavior; may not be interested in changing own behaviors



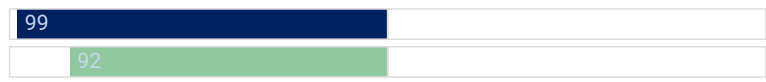
**Doubts Abilities**  
Doubts own decisions and abilities; relies on others for encouragement; gives self little credit; not be confident in own work



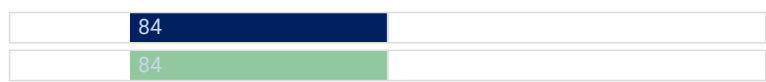
**Unvarnished Presentation**  
Willing to present own flaws or short comings to others; may be overly self-disclosing about own motives; is unconcerned about own reputation or image; may expect generosity from influential people



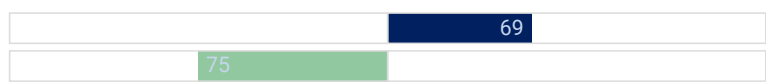
**Self-Questioning**  
May not accept full self and own flaws; seeks status to feel comfortable; may not respect the opinion of others if they are different from own opinions; seeks validation from others



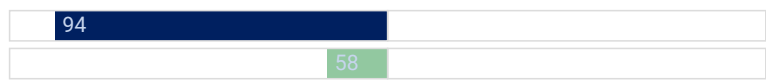
**Self-Deprecation**  
Feels own opinions, views, or actions are less important than others; sees own needs as not important; may not readily advocate for own self



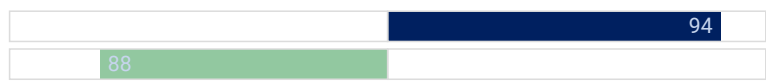
**Accepts Inexactness**  
Has little need to know all relevant information; will be comfortable relying on own intuition; does not require objective data to feel comfortable making a decision; may become frustrated from frequent requests for information



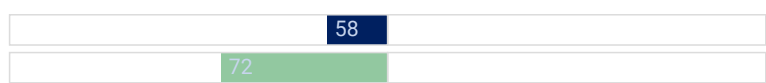
**Low Affiliation**  
Own sense of identity is unrelated to feeling connected to others; does not need a sense of community or belonging to feel fulfilled; may feel connection with groups impedes individualism and autonomy



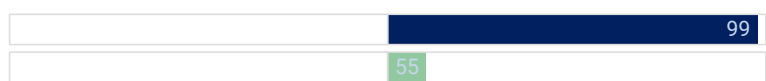
**Self-Defined**  
Feels secure with self even in the absence of tangible accomplishments; content with place in life; success is not a major drive or motivator; may grow frustrated with discussions about goals and aspirations



**Self-Validating**  
Does not rely on others' acknowledgement for own value and sense of self-worth; may not look for or expect to be acknowledged for contributions; may be ambivalent toward receiving recognition; may struggle to provide validation to others



**Accepts Ambiguity**  
Is comfortable with uncertainty or ambiguity; may not actively work to make situations secure or certain; can function without a clear or obvious future



**Apprehension**  
Anticipates problems; may be apprehensive about their situations or the future; may express uneasy feelings in challenging situations

**Intensity**  
Has intense emotional energy; is seen by others as someone who will not readily let things go; outwardly expresses frustration; is experienced as passionate

**Mood**  
Tends to attribute negative situations to personal, internal causes; criticizes self; feels life lacks direction or purpose; believes in the stability of negative circumstances and the fleeting nature of positive ones

**Impulsivity**  
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

**Self-Consciousness**  
May feel uncomfortable being evaluated; tends to self-criticize; worried about what others think of them, particularly in social situations; easily embarrassed

**Self-Reflection**  
Highly introspective; reflects on one's own nature, character, and motives; may actively focus on own internal experiences and changing own behaviors

**Self-Confidence**  
Independent and self-sufficient; believes in own self and own abilities; comfortable making decisions; may over rely on own perspective or self

**Self-Presentation**  
Seeks to present a favorable image of self to others; is not transparent about own motives or flaws; is overly concerned about reputation or seeks to please influential people; possibly extremely moralistic

**Self-Accepting**  
Accepts self and own flaws; copes well with struggles, challenges, or hardships; relates well to others who have different opinions from own; can validate self

**Self-Importance**  
Believes own needs, accomplishments, and views are important to others; may expect others to recognize own importance and value; may overlook the importance of others' needs, views, and accomplishments

**Values Information**  
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

**Values Connection**  
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

**Values Ambition**  
Does not feel fulfilled without having a sense of accomplishment; driven by own ambitions or sense of achievement; success is a large part of identity; may experience distress around not yet accomplishing enough

**Values Acknowledgement**  
Values and expects recognition from others; may doubt own self when they does not receive acknowledgement from those they see as important; responds well to genuine encouragement and support; seeks to have an impact

**Values Certainty**  
Struggles to accept uncertainty; is uncomfortable when circumstances are ambiguous or unknown; feels distress when the future is unclear



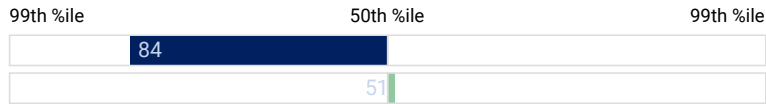
Person I: John Sample

Person II: Kimberly Davis

Structural Scales

### Relinquishes Authority

Uncomfortable being in authority over others; feels they do not make good decisions on behalf of a group; may shy away from being responsible for others' well-being

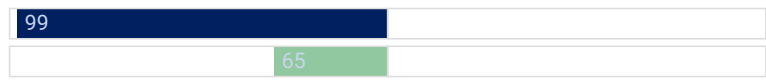


### Comfort with Authority

Uncomfortable being in authority over others; feels they do not make good decisions on behalf of a group; may shy away from being responsible for others' well-being

### Emotional Disinclination

Not inclined to relate to the emotional experiences of others; may fail to connect with or acknowledge the emotions of others

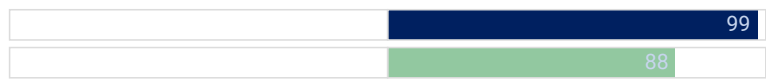


### Emotional Intelligence

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

### Resolution

Less likely to hold onto grudges; is forgiving, actively works through own resentment to bring resolution to interpersonal issues

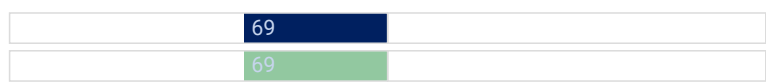


### Irritation

May not work through own frustrations toward others; may have grudges without admitting to them; may passively display irritation towards others

### Intuition

May allow emotions/intuition to influence decision-making process; may quickly reach conclusions or spend less time on evaluating and analyzing an issue more than once



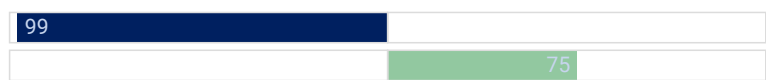
### Contemplation

Will analyze an issue from multiple perspectives; will not allow intuition/emotion to influence evaluations and decisions; may spend considerable time on analysis and evaluation

Conflict Modes

### Does Not Avoid

Less inclined to avoid challenging issues; may not know what issues to ignore

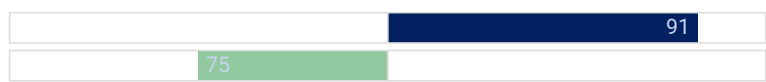


### Avoids Conflict

Will ignore or not directly confront interpersonal conflicts; may not address important issues with others

### Does Not Compete

Less likely to put own needs before others in conflict; less likely to push own agenda when dealing with others

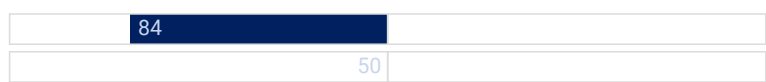


### Competes with Others

Will ensure own needs and perspectives are met during conflict; may have a 'win-lose' perspective with others; highly focused on self during conflict

### Does Not Compromise

Puts energy into finding a compromise that all parties can live with; is less concerned with the optimal outcome will advocate for all parties to give up something to resolve an issue

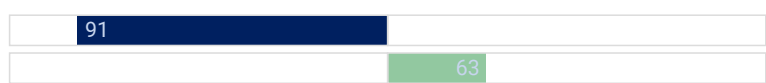


### Compromises with Others

Puts energy into finding a compromise that all parties can live with; is less concerned with the optimal outcome will advocate for all parties to give up something to resolve an issue

### Does Not Accommodate

May focus little on others during conflict; will not put energy into understanding others needs or agenda

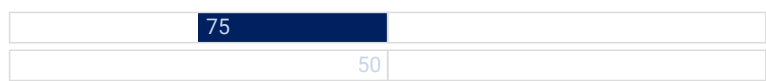


### Accommodates Others

Will spend considerable effort into understanding and meeting the needs of others during a conflict; may 'give into' others more readily during conflict to move past the conflict

### Does Not Collaborate

May not consider a 'win-win' outcome for an option when in conflict; is unlikely to put effort into understanding others needs and agendas during conflict



### Collaborates with Others

Will put in considerable effort to both communicating own needs and understanding the needs of others during conflict



# My Notes

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