

Results Report

For:
Sample Company

Name: Doe, John

Date Completed: 01/01/15

Position Applied For: Department Manager

Location: Corporate

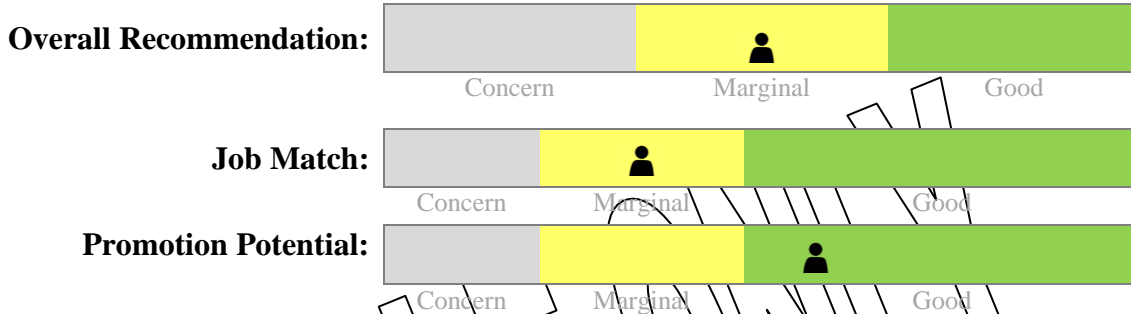
SAMPLE ONLY



H E L M
AND ASSOCIATES, INC.

EXECUTIVE SUMMARY

The Bottom Line: The ratings in this section are based on Dr. Kurt Helm’s professional review of all information available to him from the Performance Profile questionnaires that were completed by this individual.



Behavior Clusters (p.10): What STRENGTH, CAUTION, AND CONCERN mean:

“**Strength**” in a Behavior Cluster suggests that the person is able to balance his or her underlying preferences for the most part effectively.

“**Caution**” in a Behavior Cluster suggests that the person has some underlying preferences that may result in uneven performance on the job if they are not addressed through training and coaching.

“**Concern**” in a Behavior Cluster suggests that the person has underlying preferences that are strong enough to result in more problematic performance in this area than most people display.

1. Work Style (p. 4)



2. Management Style (p. 5)



3. Dealing with People (p. 6)



4. Problem Solving (p. 7)



5. Mental Toughness (p. 8)



NOTE: John’s performance on the job will depend on the interaction of his or her basic work preferences, the requirements of the job, relevant work experiences, life experiences, etc. The degree to which John’s behavior varies will depend on the specific circumstances at that time.

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[Click here for Background Information \(p. 9\)](#)

[Click here for Cluster Definition \(p. 10\)](#)

[Click here for Benchmark Guidelines \(p. 13\)](#)

1. Work Style:



Work Style Cluster Result: 'Caution' in the Work Style cluster suggests that this person has some underlying personality-driven preferences that may result in uneven performance on the job if they are not addressed through training and coaching.

The **Work Style Cluster** result is based on these cluster characteristics:

		Ratings										
		10	9	8	7	6	5	4	3	2	1	
1.	Energetic											Deliberate
2.	Open to Others' Ideas											Resistant to Others' Ideas
3.	Strongly Prefers Change											Strongly Prefers the Familiar
4.	Big Picture Approach											Detail Approach
5.	Restraint											Impulsiveness
6.	Quick Thinking											Needs Extra Time and Guidance

What John's Work Style Preferences Mean:

- Somewhat Limited Stamina;** cautious and deliberate work style; reserves of energy somewhat limited; work style will be characterized by a slower work pace; may tire sooner than others.
- Not Open to Coaching;** regards his opinion or approach as best; will not always follow suggestions or advice for improvement unless they come from a source that is credible to him; not open to others' ideas; will seem uncooperative.
- Values Change for Its Own Sake;** may spend more time than he should looking for changes to make in procedures that are working well as they are; sees change as a means of improvement.
- Most Interested in Details & Specifics;** he sees facts, specifics, and details about how to proceed as more important than discussions of the overall objective; won't always take the goal and time frame of a project into consideration.
- Measured Work Style;** work style will usually be deliberate and focused; good balance between being too restrained or too loose; even-keeled.
- Over-Uses Strong Practical Intelligence;** may be impatient with people who don't think as quickly as he does; a quick mental processor; sees patterns and makes mental connections more rapidly than most others do.