



## Individual's Feedback Report

One person

DEFINITIONS

PERSONALIZED FEEDBACK



PROVIDED BY

**People Values**

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# INTRODUCTION

The goal of this report is to give you feedback from the assessment you took and help you achieve greater success in your work endeavors.

## What's in this report?

### DEFINITIONS

On the following pages, each of the styles, traits, and interests that were measured by the assessment will be defined

### PERSONALIZED FEEDBACK

You will receive personalized feedback based on your results and how they should be interpreted

## What did the assessment I took measure?

### THINKING STYLE

- Thinking Style is the ability to process information.
- It includes problem-solving, communication, interaction, and learning skills.

### BEHAVIORAL TRAITS

- Behavioral Traits are commonly observed actions that help define who you are.

### INTERESTS

- This section may predict your motivation and potential satisfaction with various jobs.

# RESULTS INTERPRETATION

## THINKING STYLE

**Composite Score** A reflection of overall learning, reasoning, and problem-solving potential

- You are almost always able to adapt to a variety of training situations.
- It is very likely that you will find it easy to learn the requirements of a new job.
- You may appreciate a challenge while training on new tasks.
- Most likely, you solve problems well, considering solutions from many different perspectives.

**Verbal Skill** A measure of vocabulary

- Most likely, you would excel in a job that requires strong vocabulary skills.
- You tend to communicate using a diverse vocabulary.
- You are able to read and understand material written in complex and advanced language.
- You probably write with sophistication and precision.

**Verbal Reasoning** Using words for reasoning and problem solving

- In most situations, you are able to express complex thoughts and ideas.
- Most likely, you are able to reason through detailed and complex verbal information from a variety of sources.
- You tend to be proficient in gathering all types of information and using it to make decisions or solve problems.
- When reading, you easily interpret the main points, and your writing style likely reflects a solid foundation of verbal-reasoning skills.

**Numerical Ability** A measure of numerical calculation ability

- You are typically very accurate when working with numerical data.
- Even under pressure, you tend to be capable of precise numerical calculations.
- Most likely, you are adept at using formulas or other equations to solve numerical problems.
- You would probably excel in a job that requires you to perform accurate calculations to solve difficult problems.

**Numeric Reasoning** Using numbers as a basis in reasoning and problem solving

- You are able to use complex numerical information to make decisions and address work-related issues.
- Solving complicated numerical problems likely comes easily to you.
- You probably readily understand the implications of detailed numerical information.
- Most likely, you are able to draw your own conclusions using advanced numerical concepts.

**BEHAVIORAL TRAITS****Pace** Overall rate of task completion

- Typically, you can act with a sense of urgency when necessary.
- You generally don't mind working at a slightly hurried pace.
- You tend to complete assignments in a timely manner.
- Most likely, you don't enjoy sedentary or repetitive work.

**Assertiveness** Expression of opinions and need for control

- Situations in which you are held accountable for results tend to motivate you.
- Most likely, you are willing to be more of a leader than a follower.
- Typically, you use direct statements.
- You will likely express yourself with a fair amount of confidence.

**Sociability** Desire for interaction with others

- You tend to be reserved in some situations, but are also willing to interact with others whenever needed.
- You probably enjoy working by yourself, at least some of the time.
- On occasion, you will probably reach out to others for feedback.
- You can function well without relying on a large network of work relationships.

**Conformity** Attitude on policies and supervision

- Typically, you are willing to accept guidance and suggestions from others.
- You appear to be friendly and cooperative.
- Most likely, you're willing to conform to company policies without feeling a loss of personal freedom.
- You will usually accept advice and criticism well.

**Outlook** Anticipation of outcomes and motives

- You may often be skeptical about how well untested ideas will work out.
- You are rarely considered naïve.
- You usually want to know why changes in policies and guidelines were enacted.
- At times, you may consider others' motives carefully, trying to understand their real intentions.

**Decisiveness** Use of speed and caution to make decisions

- You tend to be cautious, preferring to wait for more information and advice before making your final choice.
- You may find it difficult to make quick or hasty decisions under pressure.
- You likely take a methodical approach to decision making.
- You are capable of making timely decisions but may prefer to deliberate and examine your options.

**Accommodation** Inclination to tend to others' needs and ideas

- Most of the time, you will take a stand for what you feel is right.
- While you will usually listen to others' perspectives, you will likely stand by your position if you disagree.
- You probably won't let anyone take advantage of you.
- You can be agreeable and cooperative, but you likely don't go along with the group just to make everyone happy.

**Independence** Level of preference for instruction and guidance

- You generally prefer minimal instruction when carrying out important tasks.
- On occasion, you may want some degree of guidance to make sure you are on the right track.
- Usually, you are self-sufficient and willing to take on new developments or challenges.
- In most situations, you appreciate the freedom to determine how you will get things done.

**Judgment** Basis for forming opinions and making decisions

- You tend to apply your knowledge of the facts to current problems and situations.
- You typically focus on logic, rather than your own instincts, to make decisions.
- You tend to take an objective view of situations and to minimize your own feelings when formulating your opinions.
- You tend to make objective, factually driven decisions under pressure.

## INTERESTS

The assessment you took measured six possible Interests. They are listed below, along with definitions, from the area in which you expressed the most interest to the one in which you expressed the least (any ties are noted).

### Your Order of Interests

- Ordered from your highest- to lowest-scoring interest
- Ties are indicated if present

#### Technical

A Technical interest suggests the enjoyment of learning technical material, interpreting complex information, and solving abstract problems. Individuals with this interest may enjoy working with numbers, data, and/or computer programs.

#### Creative

A Creative interest suggests the enjoyment of imaginative and artistic activities. It often involves personal expression, emphasis on aesthetics, and novel ways of solving problems, producing ideas, and designing new things.

#### Financial/Admin

A Financial/Admin interest suggests the enjoyment of working with numbers, organizing information, and office routines such as record-keeping and completing paperwork. It could indicate an eye for detail and a desire for accuracy.

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#### Enterprising

An Enterprising interest suggests the enjoyment of leadership, presenting ideas, and persuading others. Individuals with this interest may desire responsibility and exercise initiative, ambition, and resourcefulness.

#### People Service

A People Service interest suggests the enjoyment of collaboration, compromise, and helping others. It may indicate a strong sense of empathy and support and a knack for bringing people together.

#### Mechanical

A Mechanical interest suggests the enjoyment of building and repairing things and working with machinery or tools. Individuals with this interest may like tasks that involve using their hands, being outdoors, and/or breaking a sweat.