



Talent in Innovation.
Innovation in Talent.

WSQ Manager Report



Name

Mr Sample Candidate

Date

25 September 2018

INTRODUCTION

The report explores Mr. Sample Candidate's responses to the Work Styles Questionnaire (WSQ). The report provides a broad picture of his current style, and so is necessarily quite general.

Remember, when considering the results of the personality questionnaire, it is important to recognise that the responses given were Mr. Sample Candidate's own view, and represent the way he sees his own behaviour, rather than how his personality might be described by another person. The accuracy of this report depends on the frankness and honesty with which the questionnaire was completed, as well as, in part, his level of self-awareness. It would appear however that he has been as self-critical as most when completing the questionnaire.

This report should be treated confidentially. The shelf-life of the information contained in this report is considered to be 18-24 months, depending upon Mr. Sample Candidate's work role and personal circumstances. To ensure relevance, the profile and its interpretation should always be directly related to the individual's current or future role.

Relationships with People

Mr. Sample Candidate's interests in leading and taking charge of a group are very strong, and he shows a definite preference for directing, managing and organising others. Mr. Sample Candidate also indicates that he enjoys influencing the outcome of discussions and persuading others to his point of view. Whilst others may defer to Mr. Sample Candidate, he may come over as autocratic, and possibly find it difficult to compromise or delegate.

When it comes to how lively, talkative and self-assured Mr. Sample Candidate is in company, he is generally an easy mixer and confident that he will make a good impression when meeting new people. Mr. Sample Candidate usually feels at ease in meetings or when hosting social events and is comfortable if asked to give a short talk or presentation.

Mr. Sample Candidate is extremely keen to work with others and likes to participate in group activities. He enjoys collaborating with, and working alongside his colleagues. It appears that Mr. Sample Candidate is likely to feel somewhat isolated if deprived of regular contact with fellow workers, and generally feels happier when working as part of a team.

Mr. Sample Candidate reports a high interest in the welfare of others and enjoys helping people with their problems. He tends to be sensitive to others' needs and circumstances. Mr. Sample Candidate is usually patient and sympathetic when dealing with colleagues and will try to avoid taking any action that may adversely affect others.

Thinking Style

Mr. Sample Candidate enjoys repairing or making things and takes a strong interest in mechanical or constructional work, together with the practical aspects of how things work. Rather than to get someone else to fix things, he is keen to generate solutions by his own means and methods.

Mr. Sample Candidate describes himself as typical when it comes to being imaginative, novel or creative. He may occasionally generate ideas, though they may not be extremely original or unusual.

Mr. Sample Candidate is typical of others when the situation arises for him to adapt for changing working procedures or environments. He shows the flexibility to be open to new approaches as well as being able to cope well when subjected to routine.

Mr. Sample Candidate may be more likely to focus on the medium term future rather than on short or long term issues. He may prefer to define objectives and targets before starting work on some occasions and at other times only dealing with problems as they arise.

Mr. Sample Candidate is happy to undertake tasks requiring accuracy and precision, he is very likely to keep his workplace organised and tidy keeping everything in its correct place. Mr. Sample Candidate tends to be meticulous over detail and systematic in his approach.

Feelings and Emotions

Mr. Sample Candidate reports a strong tendency to be less prone to anxiety and not to worry unduly, instead taking stressful situations in his stride. He does not suffer from hurt feelings and is not particularly bothered about what others think of him. Mr. Sample Candidate is also able to brush off insults readily without being upset.

Mr. Sample Candidate usually appears balanced and mature in his expression of emotions, being neither too open nor very closed and restrained in expressing his feelings.

Mr. Sample Candidate usually manages to adopt a balance between optimism and pessimism, generally adopting a realistic positive outlook.

Energies

Mr. Sample Candidate may prefer to be moderately busy though may dislike being overworked or periods of inactivity.

He is someone who enjoys an element of competition although he is not determined to win at all costs. His preference indicates that while at times he enjoys getting the better of others and winning, there are occasions where he is more than happy just to participate.

Mr. Sample Candidate is likely to be moderately ambitious and driven in his work, placing a good deal of importance on keeping a balance between his work and leisure time.

He rarely hesitates before making a decision, and tends to believe that quick decision making is a positive trait. Mr. Sample Candidate is likely to assess situations quickly and to take immediate action if necessary. His decisions are sometimes seen as risky and there is always the danger that he may jump to conclusions.

Compliance

Mr. Sample Candidate is an individual who is relatively hard-working and conscientious. He shows respect for authority, although he may occasionally cut corners and bend the rules in his day to day activities at work.

Presenting a positive self-image of himself to others is not seen to Mr. Sample Candidate as extremely important nor is this insignificant. He has shown a reasonable level of self-criticism, indicating that he is not overly positive or unduly negative about his behaviour.

ASSESSMENT METHODOLOGY

This Profile is based upon the following sources of information for Mr Sample Candidate:

| Questionnaire / Ability Test | Comparison Group |
|-------------------------------|---|
| WSQn UK English v1 (Std Inst) | WSQn_EN_GB_IS01_ General Population - 1999 (GB) |

PERSON DETAIL SECTION

| | |
|-----------------------|---|
| Name | Mr Sample Candidate |
| Candidate Data | WNR1=8, WNR2=9, WNR3=8, WNR4=9, WNT1=8, WNT2=6, WNT3=5, WNT4=7, WNT5=10, WNF1=8, WNF2=7, WNF3=6, WNE1=5, WNE2=7, WNE3=6, WNE4=9, WND1=6, WND2=7 |
| Report | WSQ Manager Report v2.0 ^{RE} |

ABOUT THIS REPORT

This report was generated using SHL's Online Assessment System. It includes information from the Work Styles Questionnaire (WSQ). The use of this questionnaire is limited to those people who have received specialist training in its use and interpretation.

The report herein is generated from the results of a questionnaire answered by the respondent(s) and substantially reflects the answers made by them. Due consideration must be given to the subjective nature of questionnaire-based ratings in the interpretation of this data.

This report has been generated electronically - the user of the software can make amendments and additions to the text of the report.

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