



assessment
associates
international

Applicant Profile Inventory

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TYWCOK22

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Description of Low Scores	Percentile	Description of High Scores
	0 20 40 60 80 100	
Composite Score		
The composite score, based on a combination of 11 scales shown below, tends to be low.	 74	The composite score, based on a combination of the 11 scales shown below, tends to be high.
Brash - Says what he/she thinks and is not concerned about the reactions of others; doesn't feel a need to be polite with everyone; can be very direct with others.	1. Consideration 85	Polite - Is considerate and polite with others; is respectful, forgiving, and doesn't offend others; pays attention to the needs of others.
Individualistic - Tends to feel unproductive in groups; is not concerned with getting along with everyone; has difficulty working with people he/she doesn't like.	2. Teamwork 67	Collaborative - Tends to be a strong contributor to team efforts; seeks opportunities to support coworkers in completing work; supports others and works for team effectiveness.
Emotionally Expressive - Openly expresses emotions; may show frustration or anger if things go wrong; may get upset or irritated if criticized.	3. Emotional Control 74	Emotionally Controlled - Seldom loses temper or shows anger; responds calmly and doesn't show irritation; doesn't get upset when treated unfairly.
Stability-Oriented - Tends to avoid ambiguity and frequent change; prefers working in a predictable environment; needs time to adjust to new circumstances.	4. Adaptability 96	Change-Oriented - Easily adapts to new ways of doing things; doesn't mind changing the way things are done; accepts uncertainty and embraces change.
Slower to Get Started - Tends to procrastinate and be slow to start projects; tends to avoid doing more than is necessary; may be hesitant to invest great effort.	5. Initiative & Effort 83	Self-Starter - Is a self-starter and takes action without being asked; tends to do more than is expected; strives to reach challenging goals.
Unpredictable - Doesn't always follow through and complete assignments; is somewhat unpredictable; finds it hard to stay motivated to complete tasks.	6. Dependability 54	Predictable - Follows through and meets deadlines; is committed to fulfilling responsibilities; is predictable and stays motivated to complete challenging tasks.
Fluidly Compliant - Is inclined to find rule workarounds to get the job done; doesn't like to be constrained by strict rules; may be inclined to change rules if they are disliked.	7. Rule Following 59	Rigidly Compliant - Follows rules/procedures even though they are inconvenient; complies with policies and work procedures; tends to be strict about right and wrong.
Risky - Is willing to take risks if challenged to do so by others; may take risks regarding personal safety; may fail to take precautions.	8. Risk Avoidance 70	Cautious - Is cautious and avoids taking risks; avoids risks that may lead to accidents; double checks and does things to prevent accidents.
Uncommitted - May lack enthusiasm about his/her job; may be slow to develop a strong attachment to his/her employer; possibly not fully engaged with work.	9. Retention/Attendance 74	Committed - Is quite enthusiastic and engaged about work; shows up for work in spite of obstacles; tends to feel commitment to stay with a job for a long time.
Overly Confident - If score is below 10, has an expansive self-perception that likely exceeds actual capabilities; thinks that he/she can do things that most people can't do.	10. Self Perception 52	Humble - If score is above 90, has a self-perception that is unpretentious; recognizes personal limitations and has a modest view of own capabilities.
Virtuous - If score is below 10, has likely described self in an inflated manner; has described self as possessing highly virtuous characteristics that few people possess.	11. Self Presentation 74	Modest - If score is above 90, has described self in a humble manner; has admitted to common personal flaws and vices more frequently than most people.



Interpretation of this Report

This report provides information about your work styles, your potential assets, and drawbacks regarding how you may fit with different types of work environments. Your responses have been compared to the responses of a large norm group of production and maintenance operators and technicians. Scores shown on Page 2 indicate your percentile standing on each scale. If your score is on the left, the description on the left is characteristic of you. If your score is on the right, the description on the right is characteristic of you.

The section below (Page 3) identifies your three highest scores. Based on your fit with work environments, you have several Potential Assets, which are listed below. However, at the same time, these characteristics may be Development Considerations in other types of work environments. To maximize your personal effectiveness and career potential, you should try to capitalize on your Potential Assets and minimize your Development Considerations.

On Page 4 of this report, the scales with your three lowest scores are identified. For each of these scales, your Development Considerations and Potential Assets for fitting with work environments are provided. Again, to maximize your personal effectiveness and career potential, try to minimize your Development Considerations and capitalize on your Potential Assets.

At the bottom of Page 4, development suggestions and resources are provided. This part of the report provides development activities, aligned with your three lowest scores, that you may implement to enhance your personal effectiveness and career potential.

Potential Assets

Highest Three Scores

- ◆ Adaptability
- ◆ Consideration
- ◆ Initiative & Effort

Potential Assets

You scored **high** on **Adaptability**

- Tend to find it easy to adapt to new ways of doing things.
- Tend to easily adapt to ambiguity or unfamiliar situations.
- Tend to be willing to invest effort in learning new ways of doing things.

You scored **high** on **Consideration**

- Recognize and respond effectively to the needs, feelings and concerns of others.
- Likely work hard to maintain cordial relationships with all types of people.
- Likely find it easy to be polite, even with difficult people.

You scored **high** on **Initiative & Effort**

- Are self-starters, identifying what needs to be done and immediately working on it.
- Are willing to take the initiative and start working on things when little specific direction is given.
- Are often the first to volunteer for additional projects.

Development Considerations

You scored **high** on **Adaptability**

- May seek too much change, which may be unnecessary.
- May find it difficult to work in settings where there is too little change.
- Others may perceive them as inconsistent because they are quite willing to change their mind.

You scored **high** on **Consideration**

- May be so diplomatic that they are perceived by coworkers or customers as being unassertive.
- May be so diplomatic that coworkers are unaware of their perspective on issues.
- Can be perceived by others as compromising too easily or not standing up for themselves.

You scored **high** on **Initiative & Effort**

- May be so results-oriented that they foster unnecessary competition with other workers.
- May volunteer so much that they become over committed and can't meet all responsibilities.
- May take the initiative and start working on the wrong things.



Development Considerations

Lowest Three Scores

- ◆ Dependability
- ◆ Rule Following
- ◆ Teamwork

Potential Assets

You scored **low** on **Dependability**

- Are comfortable leaving projects unfinished.
- Are likely to be quite flexible in their attitude toward deadlines.
- Are likely to fit with jobs that have few responsibilities and obligations.

You scored **low** on **Rule Following**

- May find ways around the rules to accomplish goals.
- May challenge rules that appear to be unnecessary.
- May succeed in getting unnecessary rules changed.

You scored **low** on **Teamwork**

- Are likely to feel comfortable working by themselves.
- Are unlikely to waste time on unproductive meetings.
- Are unlikely to assist coworkers who don't do their job.

Development Considerations

You scored **low** on **Dependability**

- May miss deadlines because they have left things to the last minute.
- May be unpredictable in completing projects.
- At times don't follow through with their responsibilities.

You scored **low** on **Rule Following**

- May hesitate to follow rules if they do not agree with them.
- At times may let inappropriate behavior go unreported.
- Tend to use loopholes in the rules to get what is needed.

You scored **low** on **Teamwork**

- May be focused on personal goals rather than team goals.
- Tend to feel unproductive in groups and prefer to work by them self.
- May be reluctant to spend much time assisting others.

Development Suggestions & Resources

Listed below are specific Development Activities that may have high impact in helping you become more effective in your current work environment. These development activities, which appear in the book **Coaching Winners (Fifth Edition)**, in the pages in parentheses below. Contact your supervisor or Human Resources to obtain a copy of this book or a copy of these development activities. Additionally, you may wish to scan this valuable book to identify other development activities that may help you enhance your skills, work effectiveness, and career potential.

Dependability

- Achieving Higher Results by Setting Challenging Goals (p. 38)
- Setting Realistic Deadlines by Assessing Obstacles (p. 39-40)
- Prioritizing Multiple Demands to Achieve Optimal Results (p. 19-20)
- Identifying Alternatives for Achieving Results (p. 41)
- Staying Focused to Better Achieve Results (p. 44)

Rule Following

- Building Credibility and Trust (p. 288-289)
- Demonstrating Credibility by Holding Yourself Accountable (p. 290)
- Developing a Reputation for Credibility and Trust (p. 292)
- Making High-Integrity Decisions in Uncertain Situations (p. 295)
- Understanding When and How to "Break the Rules" (p. 297)

Teamwork

- Contributing More as a Team Member (p. 99)
- Giving Timely Assistance to Team Members (p. 99-100)
- Building Effective Team Relationships (p. 100-101)
- Improving Communication with Team Members (p. 98)
- Building Relationships Regardless of Personality or Background (p. 93)