

Law Enforcement Work Styles Test

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Profile Report

Introduction & Interpretation

Research has shown that different personality traits are needed for different types of jobs. The better the fit of one's personality with job requirements, the more likely the individual will have higher performance. The **Law Enforcement Work Styles Test** assesses personality dimensions that are important to **Law Enforcement Success**. Using this report will help provide clarity on an individual's preferred style of behaving and fit with Law Enforcement roles.

Successful **Law Enforcement Officers** tend to have higher scale scores in this report. However, it is unlikely that an individual will possess high scores on every scale. To most effectively use this report, the personality characteristics that are most important for success in a specific job must be identified. For example, Stress Tolerance may be quite important for job success in a high-stress work environment. However, Stress Tolerance may be unimportant for job success in work environments with very little stress.

The descriptions to the right and left of the score provide a brief summary of the characteristics of high and low scores. If the scores are above the 75th percentile, the descriptions to the right tend to describe the individual. If the scores are below the 25th percentile, the descriptions to the left tend to describe the individual. If scores are between the 25th and 75th percentile, the individual's behaviors are a blend of the descriptions to the left and right.

Response Fidelity

These four measures help identify whether this report is likely to be an accurate description of the individual. They help identify whether the respondent was attentive and realistically accurate in completing the questionnaire.

If the scores for Accurate Self-Assessment and Accurate Self-Presentation are in the white (unshaded) area, the selfdescription on this report is likely to be accurate. If a score is in a red zone, caution should be exercised in interpreting this report.

If the **Response Inconsistency** score is in the red zone (above 90), interpret this report cautiously. It is likely that the respondent was inattentive or didn't understand the instructions.

Response Percentage Breakdown shows the percent of responses for each questionnaire response alternative. This should be relatively balanced, with similar proportions of responses above and below neutral.



18. Response Percentage Breakdown

Percent of responses for each question alternative:

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
12 %	24 %	17 %	20 %	27 %



Graphic Profile

Descriptions of Low Scorers	0	20	г 4	Percentil	e 60	80	100	Descriptions of High Scorers
The composite score, based on a combination of the 13 scales below, tends to be low.			Com	posite S 61				The composite score, based on a combination of the 13 scales below, tends to be high.
Descriptions of Low Scorers	0	20	4	Percentil 0	e 60	80	100	Descriptions of High Scorers
Unassuming - Prefers not to impose direction over others and take charge of groups.			1. Pro	ecting A	uthority	9	7	Assertive - Asserts oneself and seeks opportunities to lead, direct, and inspire others.
ndividualist - Tends to work alone; nesitates to cooperate and agree with difficult people.			2.	Coopera	tion	89		Collaborative - Is group-oriented, agreeable, and supportive; tries to get along with everyone.
Direct - Is direct and to the point with others; finds it difficult to be diplomatic with certain people.			3.	Diploma	асу	89		Diplomatic - Is respectful, courteous, and polite; is tolerant of others; makes others feel understood.
Stability-Oriented - Prefers predictability and structure; tends to avoid ambiguity and change.	6		4.	Adaptab	oility			Change-Oriented - Seeks out variety and readily adapts to change, ambiguity, or new situations.
Interdependent - Prefers structure, guidance, and making difficult decisions in groups.			5. lı	ndepende	ence 71			Self-Reliant - Trusts own judgment; prefers to make decisions independently.
Emotionally Expressive - Openly ex- presses emotions, showing both excitement and frustration.	9		6.	Self-Con	itrol			Emotionally Controlled - Controls emotions and seldom gets upset or show irritation.
Affected by Stress - Tends not to be resilient in stressful situations; worries or becomes anxious.	5		7. St	ress Tole	erance			Unaffected by Stress - Works well in stressful situations and quickly recovers from setbacks.
Unsure of Self - Becomes discouraged after negative feedback; needs time to recover.			8. S 35	elf Confic	lence			Confident of Success - Remains confident after failure or rejection; is optimistic for success.
Slower to Get Started - Tends to delay starting disliked activities; avoids doing extra work, if unnecessary.			ę	9. Initiativ	/e	91		Self-Starter - Takes action without being asked, is a self-starter; readily accepts new responsibilities.
Undetailed - Tends to dislike detailed work and may miss small details for accuracy.			10. At	tention to	Detail 8	1		Detailed - Likes to plan and check work for accuracy; enjoys proofing and identifying small errors.
Unpredictable - Tends to be inconsistent n meeting deadlines or completing projects.			11.	Dependa	ability	89		Predictable - Is reliable and consistent in completing projects and meeting deadlines.
Fluidly Compliant - Is fluid in interpreting rules; interprets each rule in the context of the situation.			12. I	Rule Follo	owing	94		Rigidly Compliant - Carefully follows all rules and is quite strict about right and wrong.
Risky - Tends to engage in risky behavior; takes risks when challenged.		3	13. V	Vorking S	Safely			Cautious - Avoids taking risks; actively tries to prevent accidents or problems.



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