

Examinee Report

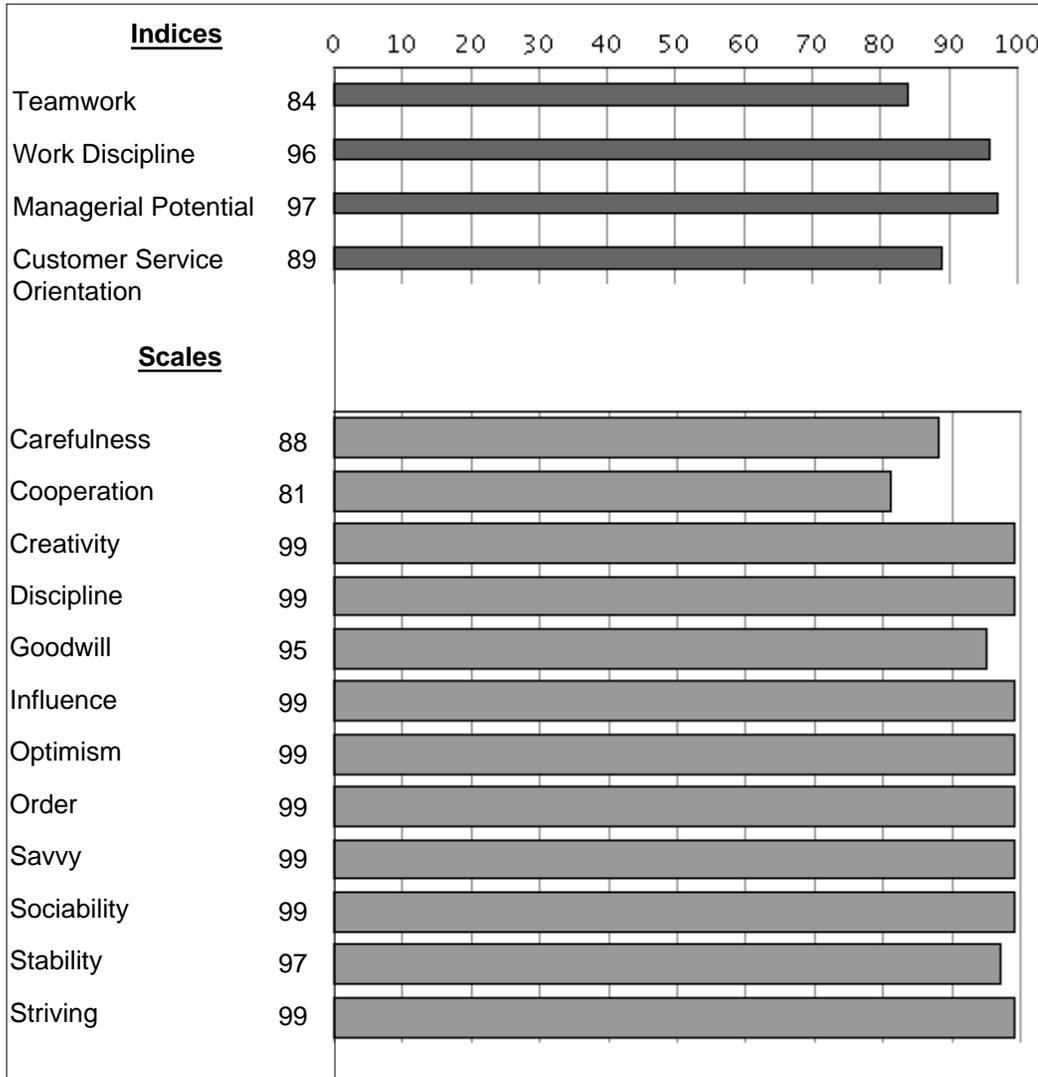
Examinee: Angela2 Talenttest2
 Examinee ID:

Report for: AngelasWorkkeys
 Site: <ALL>
 Test Date: Apr 9, 2009

WorkKeys Talent Assessment measures personal and workplace behaviors and attitudes. This report is designed to help identify examinee strengths and weaknesses in order to ensure success in the workplace.

WorkKeys Talent Assessment Profile

Percentile Rank: Approximate percent at or below score



Your Talent Summary Profile scores are expressed as percentiles. Percentile scores show how you compare to others who have taken the assessment.

For example, a score of 70 means that 70% of persons received scores that are the same as, or lower than, your score.

! The responses you provided appear to be inconsistent. Exercise caution when interpreting these scores.

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Talent Indices

The Talent Indices are compound personality scales that combine elements of several personality characteristics predictive of success across broad job outcomes, such as managerial potential or teamwork.

Percentile Scale Definitions

84

Teamwork: The extent to which an individual will show compromise, cooperation, and interpersonal understanding when working in teams.

Your responses suggest that you are likely to work particularly well with others and as part of a team. You are likely to be very pleasant, helpful, respectful of other perspectives, willing to compromise, and empathic. Further, you are likely to have excellent communication skills (e.g., professional tone, clarity) and project a positive attitude about the work, coworkers, and the organization.

96

Work Discipline: The extent to which an individual will show dependability, as well as a disciplined and positive attitude toward the job, rules and regulations, and the work environment.

Your responses suggest that you are likely to show a high level of dependability, productivity, and a disciplined attitude toward the job (e.g., nearly always meeting deadlines, completing work accurately, complying with rules and regulations). You are likely to be highly reliable, consistently put forth extra effort, and project a positive attitude about the work and the organization on a regular basis.

97

Managerial Potential: The potential that an individual will show a high level of work performance in supervisory/managerial roles.

Your responses suggest that you have good potential for a high level of work performance in supervisory/managerial roles. You are likely to be a charismatic and persuasive leader with strong communication skills and enthusiasm about the work and the organization. Further, you are likely to be an excellent problem solver and put forth the extra effort it takes to be very successful.

89

Customer Service Orientation: The potential that an individual will show a high level of attentiveness, courtesy, and helpful service to customers.

Your responses suggest that you have good potential for a high level of work performance in customer service roles. You are likely to provide excellent service to customers and clients by building helpful relationships characterized by attentiveness, courtesy, empathy, and a positive attitude. You are likely to engage in flexible thinking to resolve customer concerns, and follow through with customers' needs until issues are resolved.

Capitalize on Individual Strengths

These are your areas of strength, as measured by this assessment.

Percentile Scale Definitions

99

Creativity: Tendency to be imaginative and to think "outside the box."

Your responses suggest that you are intellectually curious, reflective, and open to new ideas. You are imaginative and enjoy exploring complex ideas that can lead to innovation.

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Discipline: Tendency to be responsible, dependable, and follow through with tasks without becoming distracted or bored.

Your responses suggest that you commit to your duties until they are complete. You take responsibility and can always be relied upon to get your job done on time. You are not easily distracted, and always persist through challenges until the task is done.

99

Optimism: Tendency toward having a positive outlook and confidence in successful outcomes.

Your responses suggest that you feel satisfied and have a positive general outlook. You are certain that your future is bright and have confidence in yourself in almost any situation. You feel secure about your competence and abilities in workplace settings.

99

Influence: Tendency to impact and dominate social situations by speaking without hesitation and often becoming a group leader.

Your responses suggest that you are assertive in most social situations. You tend to command the respect of your peers and are usually willing to lead group discussions and projects. You are socially influential and are able to command attention of coworkers and management with relative ease.

99

Order: Tendency to be neat and well organized.

Your responses suggest that you are well organized, and consistently keep your physical surroundings neat and tidy. You are always methodical in your manner and maintain a structured professional environment.

99

Sociability: Tendency to enjoy being in other people's company and to work with others.

Your responses suggest that you are social, outgoing, and enjoy being with and working with others. You are comfortable engaging people in a variety of social situations. You are expressive, and can build connections with people in general, as well as your colleagues.

99

Striving: Tendency to have high aspiration levels and to work hard to achieve goals.

Your responses suggest that you are driven and ambitious. You strive for competence in your work, and consistently work hard to achieve your desired results. You have a clear sense of direction in life and at work and are very motivated to achieve your goals.

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99***Savvy: Tendency to read other people's motives, understand office politics, and anticipate the needs and intentions of others.***

Your responses suggest that you are highly-attuned to the motives of others. You can perceive what others may be thinking or feeling, and adapt well to social situations as a result. Your high level of perception usually leads to appropriate action in different social and professional settings.

97***Stability: Tendency to maintain composure and rationality in situations of actual or perceived stress.***

Your responses indicate that you maintain your composure and temper, even when faced with highly stressful situations. Your conduct tends to remain calm and even-tempered, and you feel confident in your ability to handle the pressure and stress of working under deadlines.

95***Goodwill: Tendency to be forgiving and to believe that others are well-intentioned.***

Your responses suggest that you treat others kindly and are willing to lend your support when needed. You trust that your coworkers are well intentioned, and treat colleagues with compassion in most circumstances.

88***Carefulness: Tendency to think and plan carefully before acting or speaking.***

Your responses suggest that you are cautious, deliberate, and pay close attention to detail in the workplace. You tend to think carefully before acting or speaking. You always consider the consequences of your actions, and your decisions are usually well thought-out.

81***Cooperation: Tendency to be likable and cordial in interpersonal situations.***

Your responses suggest that you get along well with others. You are friendly, cooperative, and pleasant to work with in almost any workplace situation.

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Your primary occupation is in BOLD.

Occupations Specified by Examinee:

Code	Title
37-3019.99-00	Grounds Maintenance Workers, All Other

Recommended Plan of Action

- Develop strategies for improvement. Take advantage of organization resources available to you. Talk to your supervisor to discuss specific steps you can take to improve.
- Capitalize on your strengths. Talk to your supervisor about ways to take advantage of your strengths.