

Scores for Prospect Feb 21, 2019

ACT Tessera Workforce measures six important skills, described below. Stars indicate your current level on each skill. Remember that all skills can be improved with practice and deliberate effort, so don't be discouraged if you are at lower levels on any of these skills.

	<p>Work Ethic</p> <p>Work Ethic reflects the extent to which a person's actions demonstrate persistence, goal striving, reliability, dependability, and attention to detail at work.</p>	
	<p>Collaboration</p> <p>Collaboration reflects the extent to which a person's actions demonstrate the ability to work on teams, empathy, helpfulness, trust, and trustworthiness.</p>	
	<p>Creativity</p> <p>Creativity reflects the extent to which a person's actions demonstrate ingenuity, creative thinking, inquisitiveness, flexibility, open mindedness, and embracing diversity.</p>	
	<p>Resilience</p> <p>Resilience reflects the extent to which a person's actions demonstrate stress management, emotional regulation, a positive response to setbacks, and poise.</p>	
	<p>Leadership</p> <p>Leadership reflects the extent to which a person's actions demonstrate assertiveness, influence, optimism, and enthusiasm.</p>	
	<p>Integrity</p> <p>Integrity reflects the extent to which a person's actions demonstrate honesty, sincerity, fairness towards others, and modesty at work.</p>	

★ At or below the 16th percentile. Approximately 84% of the national tested sample scored higher than people in this range.
 ★★ Between the 17th and 50th percentiles (inclusive). Approximately 16% scored lower and 50% scored higher than people in this range.
 ★★★ Between the 51st and 84th percentiles (inclusive). Approximately 50% scored lower and 16% scored higher than people in this range.
 ★★★★ At or above the 85th percentile. Approximately 84% scored lower than people in this range.

Where you are today doesn't have to be where you are tomorrow. This report provides you with your scores and some exercises that may help you learn more about each skill and improve. The more you practice the stronger you become in those skills.

Improve Your Work Ethic

Other Words for Work Ethic:

Hard-working, organized, trustworthy, reliable, conscientious, and tenacious.

Improve Your Work Ethic

One way you can improve your work ethic is to maintain an awareness of why you want to achieve your professional goals. What would it mean to you and others if you achieved your goals? Think about the steps you must take to achieve your goal and then monitor progress to stay on track.

Additional Resources

For tools to help you improve your work ethic, see page 7 in the Tessaera Workforce Playbook.

Improve Your Collaboration

Other Words for Collaboration:

Helpful, supportive, empathetic, respectful, cooperative, and agreeable.

Improve Your Collaboration

Considering other team members' perspectives can enhance collaboration and cooperation. The next time you work with other team members, try to see things from their points of view.

Additional Resources

For tools to help you improve your collaboration, see page 20 in the Tessaera Workforce Playbook.

Improve Your Creativity

Other Words for Creativity:

Interested, inquisitive, eager to learn, innovative, curious, inventive, and imaginative.

Improve Your Creativity

Try to consider several ways of solving a problem before you settle on a solution. Observe people you think are creative. How do they solve problems or come up with solutions?

Additional Resources

For tools to help you improve your creativity, see page 50 in the Tessaera Workforce Playbook.

Improve Your Resilience

Other Words for Resilience:

Relaxed, calm, self-controlled, collected, not overly worried, and not overly stressed.

Improve Your Resilience

Begin by identifying how you respond to stress. Some ways of dealing with stress are positive and adaptive, but others are negative and maladaptive. Once you identify how you respond to stress, you can make a plan to change your maladaptive responses to more adaptive ones.

Additional Resources

For tools to help you improve your resilience, see page 34 in the Tessaera Workforce Playbook.

Improve Your Leadership

Other Words for Leadership:

Assertive, persuasive, influential, optimistic, encouraging, and enthusiastic.

Improve Your Leadership

Great leaders are often optimistic and enthusiastic. They see that the "glass is half full" and are confident that the future will turn out well. Do your best to see the positive side of most situations.

Additional Resources

For tools to help you improve your leadership, see page 54 in the Tessaera Workforce Playbook.

Improve Your Integrity

Other Words for Integrity:

Honest, principled, sincere, humble, fair, and modest.

Improve Your Integrity

There are several ways to improve your integrity through practice. For example, try hard to fulfill promises and keep appointments, become comfortable with saying "no" if you are unable to do something, and remind yourself that nobody is successful without others' help.

Additional Resources

For tools to help you improve your integrity, see page 67 in the Tessaera Workforce Playbook.