

Candidate: J. Sample
 Position: National Sales Manager
 Date: 1-January-2026

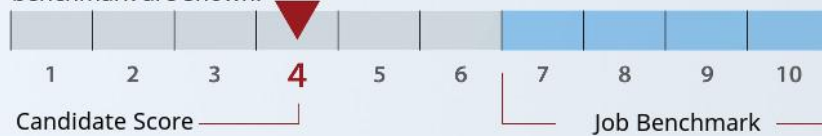
LEGEND

Job Fit

The overall percentage fit between candidate's results and the position benchmarks.

Personality Scale Results

For each of the 21 personality scales, the candidate's unique score and benchmark are shown.



Interpretive Notes

For each personality scale, the report provides a narrative description of the candidate's work place behaviours.

Ambition

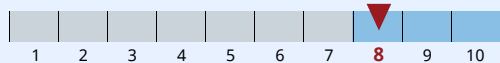
Candidate Score: 9 | Job Benchmark: 9

- Is very ambitious and enjoys challenging situations and tasks
- Sets demanding goals and works hard to achieve them
- Focused on success and getting ahead; opportunities for career advancement are important
- Strives to go beyond expectations when working on tasks
- Compares their performance against that of others; tries to surpass others' achievements
- Appears to be very competitive, driven and determined

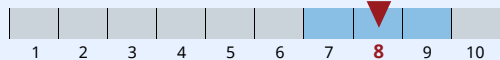
National Sales Manager

ESSENTIAL

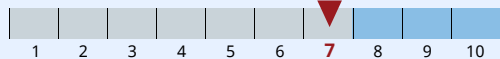
Ambition



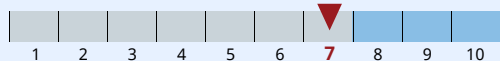
Attention to Detail



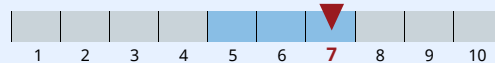
Initiative



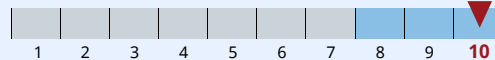
Persuasion



Analytical Thinking



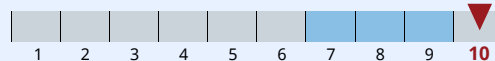
Dependability



Multi-Tasking

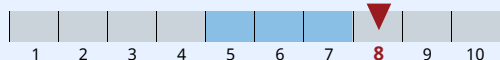


Teamwork

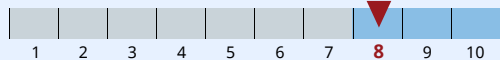


VERY IMPORTANT

Concern for Others



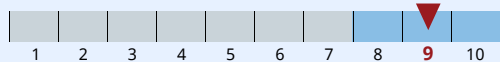
Energy



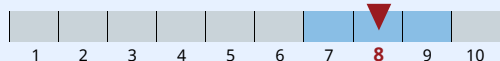
Innovation



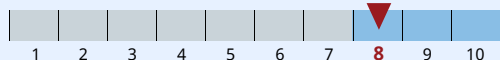
Outgoing



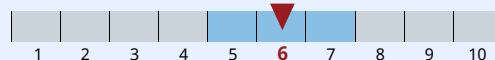
Planning



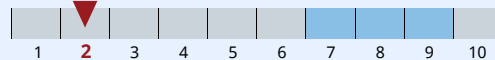
Social Confidence



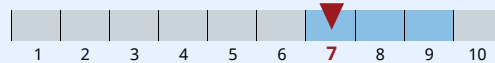
Democratic



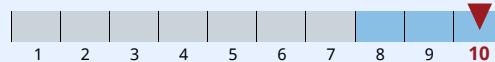
Flexibility



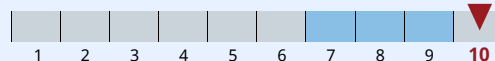
Leadership



Persistence



Self-Control

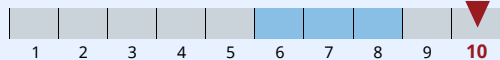


Stress Tolerance



IMPORTANT

Rule-Following



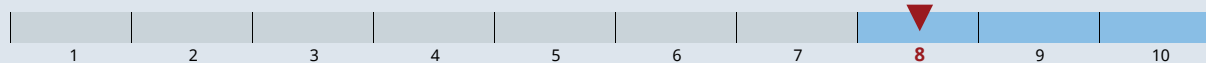
PROFILE VALIDITY

The candidate's responses to the questionnaire follow a typical pattern.

National Sales Manager

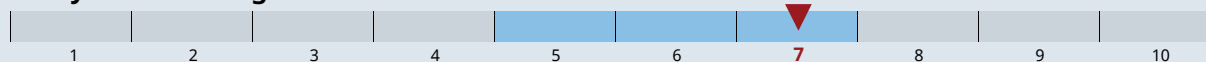
ESSENTIAL

Ambition



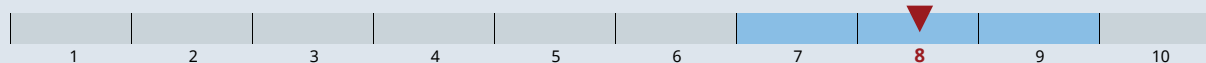
- Is ambitious and enjoys challenging situations and tasks
- Will likely be effective in occupations that have some demanding goals and require a relatively high level of self-motivation
- Comes across as competitive and driven
- Desires career success and works hard to get ahead
- Challenges self in many ways: tends to set goals of ever increasing difficulty and compares own performance against that of others

Analytical Thinking



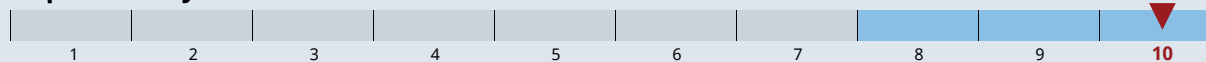
- Enjoys critically analyzing information
- Is comfortable discussing abstract matters
- Tends to be analytical, logical and theoretical
- Is deliberate and logical, taking time to think things through
- Likes to search for themes and patterns in data
- Seeks to understand things in-depth

Attention to Detail



- Pays close attention to detail
- Works best when the steps required to accomplish a goal are well defined
- Is thorough and checks work carefully for errors
- Has a strong desire to do things correctly
- Sets relatively high standards
- At times may come across as being somewhat of a perfectionist
- May get hung up on minor details at times, missing the big picture

Dependability

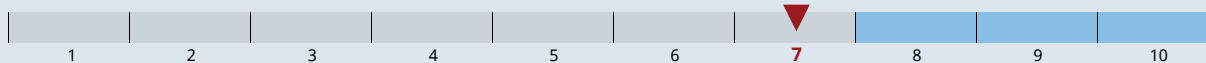


- Reports a high level of dependability
- Places a great deal of importance on meeting deadlines and completing work on time
- Considers meeting deadlines and completing tasks very important
- Is likely seen by others as very conscientious, responsible and trustworthy
- Reports being very concerned about meeting obligations and following through on all commitments

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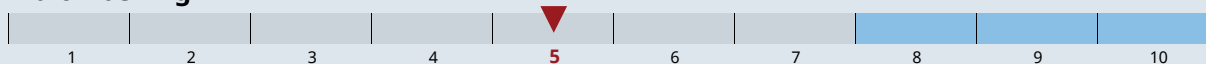
ESSENTIAL

Initiative



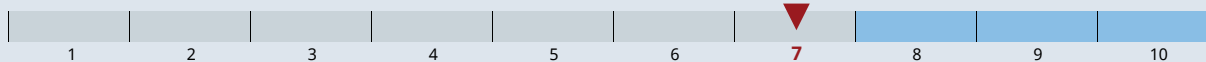
- Proactive and willing to take initiative
- Comfortable starting projects with minimal help or guidance from others
- Enjoys taking on new responsibilities
- Will likely be a self-starter who quickly capitalizes on opportunities
- Interested in new challenges
- Generally willing to take on tasks that are outside their typical work activities
- Can become bored in positions that are overly predictable and do not allow for some personal initiative

Multi-Tasking



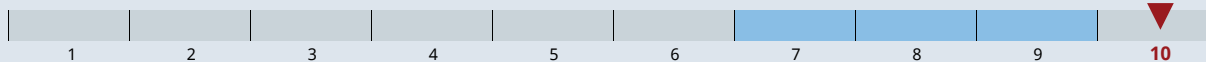
- Reports an average level of multi-tasking
- Feels effective when they have more than one task to complete but may feel overwhelmed when dealing with too many
- Can work well when they have a number of tasks to complete
- Sometimes enjoy being given a new task before finishing another, but will tend to prefer to complete the task at hand before starting another
- Somewhat effective in juggling multiple demands

Persuasion



- Is comfortable influencing people
- Enjoys negotiating and bargaining with others
- Enjoys trying to change people's opinions or perspectives
- Finds selling easy and is comfortable in sales positions
- Comes across as relatively persuasive

Teamwork

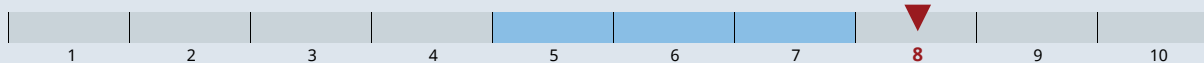


- Encourages people to work together
- Is most effective when working on teams
- Is co-operative and encouraging
- Will take a team approach to most tasks
- Puts the group's success before their own
- Respects team decisions, even if they disagrees with them
- May struggle working alone for extended periods of time

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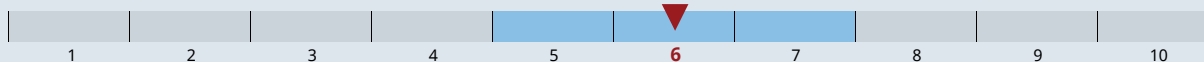
VERY IMPORTANT

Concern for Others



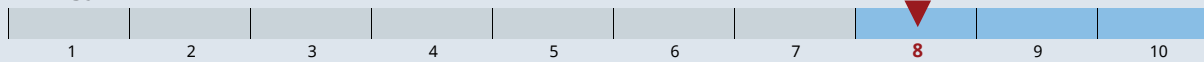
- Has sympathy for people and is generally sensitive to the needs of others
- Strives to understand the feelings of others
- May give too much consideration to people issues when making decisions
- Is empathetic and supportive
- Is quick at picking up on how people feel, and likes to help them with their problems
- Shows insight into the thoughts of others, and is quite responsive to emotional and social nuances

Democratic



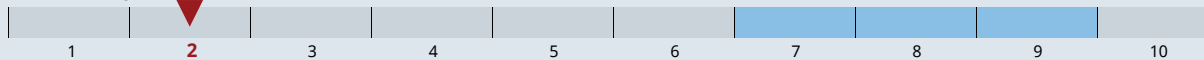
- Seeks people's advice when making difficult decisions
- Open to guidance and input when tackling new or challenging tasks
- In positions with too much supervision, or where many people are involved with tasks, may begin to feel restricted
- Sees the benefit in having others participate in the decision-making process
- Appreciates the responsibility to make some decisions independently
- Willing to go their own way and ignore colleagues' advice if it strongly contradicts own thinking

Energy



- Is energetic
- Likes to be active and busy
- Enjoys having a lot of things to do
- Prefers relatively demanding and challenging tasks
- Seeks out some excitement in their work
- Works well in circumstances that require additional effort
- May become bored and disengaged if work is slow-paced

Flexibility

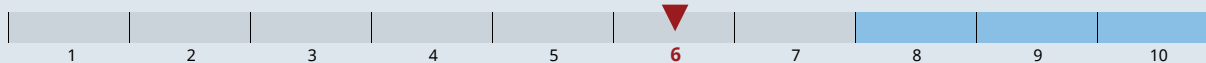


- Likes to stick with well-established methods and routines
- Dislikes work that involves change; likes sticking with the tried-and-true
- Prefers routine to variety; will take a consistent approach to tasks
- Works well in an environment with little change present; may appear inflexible
- Enjoys completing tasks using approaches that have worked in the past
- Is likely to find changing work routines and approaches stressful
- Will likely be effective in occupations where the tasks and responsibilities are well defined and rarely change

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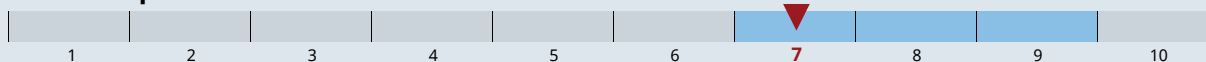
VERY IMPORTANT

Innovation



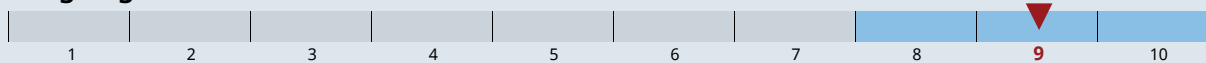
- Has a level of creativity and innovation that is similar to that of most people
- Enjoys solving problems, and likes solutions that combine originality and immediate practicality
- Fairly open-minded but may get frustrated when people frequently present unconventional ideas and solutions
- Prefers to consider more grounded proposals
- Is more likely to build upon someone else's ideas than develop their own

Leadership



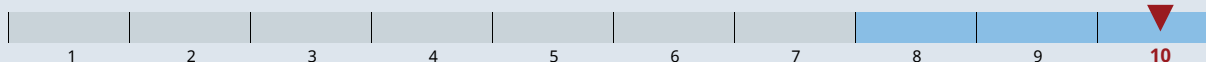
- Enjoys being in leadership positions, and being able to take charge and make decisions
- Comfortable influencing and directing others; gravitates towards leadership roles
- Approach to working with others tends to be more directive than collaborative
- Because of the inclination to take charge, may dislike being managed by others
- May not give others the chance to provide input
- May be effective in positions where taking charge and making tough decisions are required

Outgoing



- Prefers to work with others
- Is very outgoing and sociable
- Enjoys meeting new people, is very comfortable in groups, and likes making friends at work
- Looks forward to socializing and tends to be lively and animated in groups
- Quickly shares thoughts and ideas
- Values interacting with people and may find it difficult to go without social interaction

Persistence

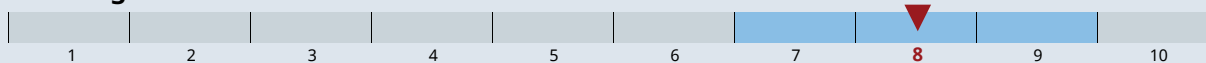


- Enjoys putting in a concentrated effort to overcome difficult obstacles
- Does not give up when encountering problems
- Is unlikely to leave things unfinished
- Displays a high level of persistence
- Has a hard time giving up on tasks; may not recognize when certain projects are no longer worth completing

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VERY IMPORTANT

Planning



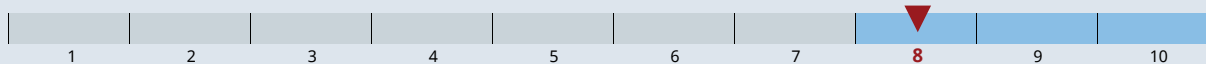
- Feels at ease with structured and detailed plans
- Enjoys making detailed plans before starting most projects
- Enjoys planning and thinking about the future in a structured way
- May find it difficult to adjust plans as a situation evolves
- May find it difficult to begin a task without a detailed plan, when time is limited or when they must act immediately

Self-Control



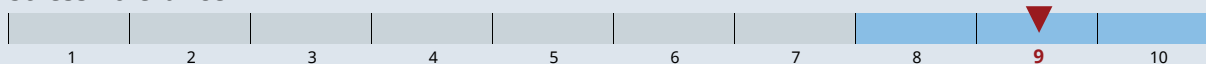
- Reports a high level of self-control
- Works hard at maintaining self-control and rarely allows emotional reactions to impede their performance
- Tends to be very effective at keeping emotions in check
- When faced with tense situations, rarely says things that they later regret
- Sees self as very calm and composed
- Can be very effective in work settings where emotions run high

Social Confidence



- Confident and poised in most situations
- Enjoys being the centre of attention
- At ease with strangers
- Comfortable and self-assured in most social situations
- Is confident during social interactions

Stress Tolerance

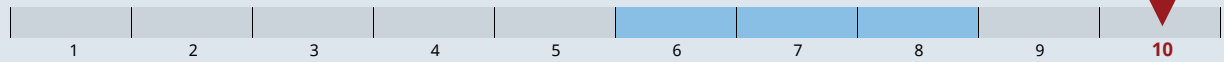


- Tolerates stress well
- Is able to work effectively in most high-pressure situations
- Is seldom overwhelmed by concerns and is able to maintain effective work behaviour in the face of setbacks
- Doesn't take criticism personally
- Finds it relatively easy to relax and can act as a calming influence on others in tense situations
- Will take most situations in stride, and manage them in a balanced, adaptive way

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IMPORTANT

Rule-Following



- Reports a high level of rule-following
- Sticks very closely to rules and regulations
- Enjoys having specific guidelines and does things by the book, even when it is personally inconvenient
- Unwilling to bend procedures in order to get work done
- Relies on standard operating procedures and well-established approaches
- Will likely work well in structured settings with clear instructions on how tasks are to be completed
- May struggle working on tasks when given ambiguous or overly broad instructions

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Finding Success When Working Remotely

Working in a remote environment comes with unique challenges that can impact an individual's performance. Candidates may need to adjust the way that they interact with others, complete tasks, and fulfill their responsibilities, compared to when they are working in an office environment. The need to connect with others, share ideas, make plans, and execute remain the same; however, the methods they need to use to address these topics are different. The table below explains how the candidate's results on four Work Personality Index scales may influence their approach, and provides challenges that they may encounter while working remotely.

Completing Tasks

Their Style	Potential Derailers
<ul style="list-style-type: none"> Recognizes, evaluates and quickly acts on new opportunities. Embodies the motto "If I don't do it, no one will!" 	<ul style="list-style-type: none"> Being seen as impulsive. Failing to consider how a more deliberate approach to implementation may be necessary in order to meet objectives.
<ul style="list-style-type: none"> Operates best in environments that provide a moderate level of support. Makes decisions independently until the options become too complex. 	<ul style="list-style-type: none"> Being indecisive when faced with difficult or complex decisions that need to be made on their own. Failing to reach out to others when they need support.

Maintaining Relationships

Their Style	Potential Derailers
<ul style="list-style-type: none"> Enjoys working on larger teams with a variety of stakeholders. Believes that teamwork is the best approach for completing almost all tasks. 	<ul style="list-style-type: none"> Approaching all tasks as team tasks. Being uncomfortable working on their own for an extended period of time.
<ul style="list-style-type: none"> Likes to communicate in person rather than through writing. Genuinely wants to connect and interact with people and groups. 	<ul style="list-style-type: none"> Relying on conversations when written communication would be more effective. Putting too much energy into building connections while avoiding more important, but less engaging tasks.