

Sample Company

TotalView Report

Selection
Coaching
Individual
Succession Planning
> **Working Characteristics**

on

Alicia Sample

02/02/2003

Distributed By:
Training House Demos

NOTICE: If the candidate has completed the assessment without supervision, please note the qualifications regarding unsupervised testing under "Validity" on the last page of this TotalView Report.



Working Characteristics

Alicia Sample

Alicia Sample

This report provides additional information on certain Working Characteristics of Ms. Sample. This summary will be significant for Managers, Supervisors, and Human Resource professionals. The Working Characteristics are derived from personality traits as referred to in the TotalView Assessment. Distinct from the TotalView Benchmark, these work-related features help to answer questions such as:

1. Is Ms. Sample inclined to take risks?

2. Does she live to work, or work to live?

3. Does she prefer a fixed salary, or flexible income?

This information, in conjunction with the TotalView Assessment and the job interview, previous work history, and a background check, will assist with Human Resource decisions regarding Ms. Sample.

Working Characteristics Summary

How does she want to be paid?	Prefers performance-based remuneration over a more modest but certain income.
How important is work to her?	Work is a means to an end, not a defining characteristic of her life.
Does she make risky decisions?	May prefer swift and novel solutions, but will curb this tendency if circumstances demand sound planning.
How does she deal with change?	Enjoys change and values innovation.
What is her perception of the world?	Where others might see risks, this candidate sees opportunity.

Working Characteristics

Alicia Sample

Compensation Preference

This Working Characteristic identifies whether Ms. Sample is more motivated to work by performance-based remuneration, or by a fixed wage or salary. This helps to determine if she will be satisfied with the remuneration this position offers. It will also expedite the design of a compensation package that will encourage her best performance.

Is Ms. Sample better motivated by fixed salary or by an incentive remuneration program?

Prefers Salary **Prefers Bonus**

Ms. Sample prefers striving for profit-sharing or performance-based remuneration, rather than being on salary. She enjoys taking chances, and likes the excitement of incentive-based bonus. She will find ways to get around obstacles, even if that requires bending the rules. She does not always count the costs, and can be a demanding leader.

Focus on Work

This Working Characteristic provides information on the importance of work for Alicia Sample. Some people define themselves only by their work. They are often labeled "workaholics". Others see work as a means to an end, rather than as an end in itself. While such differences are not a function of personality, they are related to it. This Working Characteristic is particularly significant for assessing whether Alicia Sample will fit with the culture of the workplace or with the team that she might be assigned to.

Does Ms. Sample live to work, or work to live?

Works to Live **Lives to Work**

Alicia Sample's career is a means to an end, not a defining characteristic of her life. Home, family, and leisure activities are important to Ms. Sample. If there is a conflict between home and work, Her personal life takes priority. Her leisure activities may make her better able to deal with a greater variety of managerial problems.

Tolerance for Risk

This Working Characteristic indicates the likelihood of Ms. Sample engaging in risky behaviors or actions. This attribute will be relevant in determining whether she can accommodate the decisions required in this particular job. It also provides insight regarding her appropriateness as a member of an existing team.

Is Ms. Sample likely to make risky decisions?

Not Risk Inclined **Risk Inclined**

Alicia Sample may prefer swift and irregular solutions, but she will curb this tendency if circumstances demand sound planning. She is inclined to operate on the premise that the end justifies the means, but she rarely behaves recklessly. Generally, She will avoid spontaneous decisions and will want to balance risks with benefits. Team members will approve Her willingness to make quick decisions and her ad-hoc approach to problem-solving.

Working Characteristics

Alicia Sample

Preference for Change

Good performance in some jobs requires a quick response to fast changes, but efficiency in other positions depends on tolerance for routine and an ability to work carefully at a steady pace. This Working Characteristic explains where Ms. Sample fits on the continuum between these diametric requirements.

Does Ms. Sample prefer to work in rapidly-changing circumstances, or with a set routine?

Prefers Routine **Prefers Change**

Ms. Sample enjoys change and values innovation.
She will look for new ways to deal with daily routines.
She likes to take control of events, and will react proactively to new trends.
She tends to seek change for its inherent excitement, rather than because it is necessary.

Perception of the World

Alicia Sample's attitude to day-to-day events in the workplace is important to her overall job performance. This Working Characteristic identifies whether she will approach problems and issues with optimism, or with caution. The job itself defines which approach is appropriate.

How does Ms. Sample perceive and approach problems and events?

Sees Drawbacks **Sees Opportunities**

Where others might see risks, Alicia Sample sees opportunity.
For Her, the business world is an exciting place with little to fear.
She rarely considers that speed might cause errors, and she will tend to act quickly.
She is usually optimistic about new ventures and eager for new ideas.
She tends to trust subordinates, and will give them latitude.
She will readily try novel ways to boost performance and productivity.