

# Work Styles Questionnaire Profile Chart



**Name**

Mr. Sample Candidate

**Date**

September 25, 2018

## Mr Sample Candidate's behaviors compared to the selected norm group (in stens):

RELATIONSHIPS WITH PEOPLE		1	2	3	4	5	6	7	8	9	10	
8	Less persuasive and unlikely to try to influence other people's opinions, dislikes taking charge.	<b>Assertive</b> 										Persuasive, changes the opinions of others, able to take charge, instructs and directs others.
9	Quiet and reserved socially, prefers to let others do the talking, may feel awkward with strangers.	<b>Socially Confident</b> 										Talkative, lively, enjoys mixing, self-assured, makes friends easily.
8	Feels most comfortable and may be more productive working alone rather than as part of a team.	<b>Team Oriented</b> 										Prefers to work in a team, likes to work alongside others or to assist colleagues.
9	Less sensitive and possibly unsympathetic towards others, less likely to make special effort to help co-workers.	<b>Considerate</b> 										Shows consideration, patient, sympathetic, sensitive to others.
THINKING STYLE		1	2	3	4	5	6	7	8	9	10	
8	Avoids practical work and prefers leaving essential repairs to others, not especially interested in how things work.	<b>Practical</b> 										Likes making or repairing things, enjoys using hands, interested in how things work.
6	Has few original ideas and tends to adopt predictable solutions to problems, unlikely to be very creative.	<b>Innovative</b> 										Comes up with ideas and novel solutions, creative, looks for new ways of doing things.
5	Takes a traditional approach and prefers to use conventional methods, prefers routine and unsettled by constant change.	<b>Adaptable</b> 										Open to new approaches, readily adapts to different circumstances or methods of working.
7	Tends to deal with problems as they arise, spends little time on detailed planning or preparing things in advance.	<b>Forward Thinking</b> 										Forward looking, prepares well in advance, plans and organizes work, likes structure.
10	Dislikes being responsible for getting details correct, tends not to check work thoroughly and may not pick up errors.	<b>Detail Conscious</b> 										Meticulous, precise and accurate, works well with detail.
FEELINGS AND EMOTIONS		1	2	3	4	5	6	7	8	9	10	
8	Less relaxed, more anxious about future events, likely to be affected by criticism, even if well intended.	<b>Resilient</b> 										Calm, steady under pressure, not easily hurt, not upset by criticism.
7	Tends to show feelings whether they are positive or negative, less able to hide their irritation with others.	<b>Emotionally Controlled</b> 										Restrained in showing emotions, keeps feelings inside, not easily aroused.
6	Tends to expect the worst and to focus on disadvantages rather than advantages, may get discouraged easily.	<b>Optimistic</b> 										Cheerful, keeps spirits up despite setbacks, has a positive outlook.
ENERGIES		1	2	3	4	5	6	7	8	9	10	
5	Works at an easy pace with regular rests, may be lacking in energy or stamina, likely to avoid strenuous work.	<b>Active</b> 										Energetic, restless, prefers to keep busy.
7	Not obsessed with winning, not interested in getting the better of others, prepared to give way or back down.	<b>Competitive</b> 										Determined to win, accepts a challenge, may be a poor loser.
6	Less ambitious and unlikely to set sights high, does not appreciate being given difficult or challenging targets.	<b>Achieving</b> 										Needs to do well, ambitious, results-oriented, demanding on self.
9	Deliberates decisions thoroughly, considers all options, may be hesitant or overly cautious.	<b>Decisive</b> 										Likes to resolve problems quickly, jumps to conclusions, impatient, may be impulsive.
COMPLIANCE		1	2	3	4	5	6	7	8	9	10	
6	Less conscientious and more likely to bend the rules, possibly seen as less reliable but may be quite capable.	<b>Dependable</b> 										Hardworking, conscientious and trustworthy, respects authority, perseveres with routine tasks.
7	Tends to be rather self-critical, less concerned with making a good impression.	<b>Social Desirability</b> 										Has tended to respond in a socially desirable way, tries to show self in a good light.
		1	2	3	4	5	6	7	8	9	10	WSQn_EN_GB_IS01_ General Population - 1999 (GB)

## ASSESSMENT METHODOLOGY

This Profile is based upon the following sources of information for Mr. Sample Candidate:

Questionnaire / Ability Test	Comparison Group
WSQn UK English v1 (Std Inst)	WSQn_EN_GB_IS01_ General Population - 1999 (GB)

## PERSON DETAIL SECTION

<b>Name</b>	Mr. Sample Candidate
<b>Candidate Data</b>	WNR1=8, WNR2=9, WNR3=8, WNR4=9, WNT1=8, WNT2=6, WNT3=5, WNT4=7, WNT5=10, WNF1=8, WNF2=7, WNF3=6, WNE1=5, WNE2=7, WNE3=6, WNE4=9, WND1=6, WND2=7
<b>Report</b>	WSQ Profile Chart v2.0 <sup>RE</sup>

## ABOUT THIS REPORT

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The report herein is generated from the results of a questionnaire answered by the respondent(s) and substantially reflects the answers made by them. Due consideration must be given to the subjective nature of questionnaire-based ratings in the interpretation of this data.

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