WorkKeys® Talent Assessment

Examinee Report

Report for: Saint Marys Heathcare
Site: Saint Marys Healthcare NACC
Test Date: Jan 15, 2013

Examinee: Heather Tunell
Examinee ID: *****0565

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

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.

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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	Talent Indices Definitions
83	***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.
81	***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.
73	***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 the potential to perform adequately in supervisory/managerial roles. You are likely to have adequate communication skills and a positive attitude about the work and the organization. Further, you are likely to be somewhat assertive and persuasive during interpersonal interactions, able to solve straightforward problems, and put forth a reasonable amount of effort.
66	***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 the potential to perform adequately in customer service roles. You are likely to provide acceptable service to customers and clients by communicating in a professional and appropriate manner, and by generally helping customers with their problems and concerns.

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Capitalize on Individual Strengths

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

Percentile	Scale Definitions
94	***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.
90	***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.
87	***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.
79	***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.
78	***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.

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Continue to Cultivate Individual Skills

These are areas in which your skills could benefit from additional development.

Percentile	Scale Definitions
70	***Carefulness: Tendency to think and plan carefully before acting or speaking.*** Your responses suggest that you are usually cautious, deliberate, and pay attention to detail in the workplace. You usually think carefully before acting or speaking. You consider the consequences of your actions, but you can sometimes be hasty in your decision making.
66	***Goodwill: Tendency to be forgiving and to believe that others are well-intentioned.*** Your responses suggest that you normally treat others kindly and are willing to lend your support to coworkers when you can. You usually trust that others are well intentioned, and you treat colleagues with compassion when you feel they deserve it.
64	***Striving: Tendency to have high aspiration levels and to work hard to achieve goals.*** Your responses suggest that you are generally driven and ambitious. You tend to strive for competence in your work, although you may not consistently work hard to achieve your desired results. You have a good sense of direction in life and at work, and are usually motivated to achieve your goals.
63	***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 some social situations. You usually earn the respect of your peers, but may be reluctant to lead group discussions and projects at times. You can be socially influential and with some effort, can command attention in the workplace.

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52

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

Your responses suggest that you try to maintain your composure and temper in situations of high stress. Your conduct tends to remain calm and even-tempered, but your confidence in your ability to handle pressure may diminish during particularly stressful situations.

46

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

Your responses suggest that you are usually intellectually curious, reflective, and can be open to new ideas and changing conditions in the workplace. You can be imaginative and may enjoy new and complex ideas from time to time.

Construct Plans for Individual Improvement

These are areas that you will definitely need to develop further in order to improve your skills.

Percentile	Scale Definitions
22	***Optimism: Tendency toward having a positive outlook and confidence in successful outcomes.*** Your responses suggest that your level of satisfaction may be lower than others, and you tend to have a less positive general outlook. You may feel pessimistic about the future, and may lack confidence in yourself and your abilities in workplace settings.

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Your primary occupation is in BOLD.

Occupations Specified by Examinee:

Code	Title
29-1111.00	**Registered Nurses**
31-1012.00	Nursing Aides, Orderlies, and Attendants
31-9092.00	Medical Assistants
31-9095.00	Pharmacy Aides
31-1011.00	Home Health Aides

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.

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