



EXEMPLAR
GLOBAL

Work Style Assessment Self-Coaching Tool

Work Style Assessment

A sophisticated career and self-coaching development tool.



Not Your Average Personal Attributes Assessment

The Work Style Assessment empowers auditors through self awareness. Insights revealed include:

- Your individual strengths as an auditor
- Coaching and managing considerations that benefit your auditing career
- Areas to consider for ongoing professional development

These results can provide a deeper understanding of your skills so they can be utilized for your advantage.

The Work Style Assessment is an objective way to learn about your unique personality traits and values and how these manifest on the job. This knowledge leads to a true understanding of your capability and performance, and how these can be best utilized.

Key points about the Work Style Assessment:

- It takes approximately 15 minutes to complete
- There are no right or wrong answers. It's all about understanding yourself better.
- A PDF report is generated and emailed to you within one hour of completion.

How It Works

The assessment looks at the attributes of auditors and lead auditors. The assessment for auditors provides insights on the following attributes:

- Non-dominant vs dominant
- Contented vs achievement focused
- Reactive vs calm
- Reserved vs outgoing
- Direct vs empathetic
- Spontaneous vs regimented
- Conventional vs open minded

These attributes consider:

- Suitability for managing or supervising a team
- Potential for growth
- Performance under stress
- Teamwork skills
- Level of attention to detail and planning skills
- Suitability for a highly structured or changing environment

The assessment for lead auditors provides insights on the above attributes, plus:

- Integrity
- Responsibility
- Coachability
- Positive attitude
- Aggression control
- Open communication



The Results

The results have two levels. The first being how you scored compared with working adults. The second is how you fit compared with a benchmark for auditors.

This model gives the assessment fairness and objectivity and separates it from other ways of evaluating people that are more prone to bias, such as interviews.



Validation

All assessments developed by our partner have been designed and validated specifically for behavioral risk and are designed to help decrease incidents of issues including absenteeism, theft, fraud, violence, injuries, fatalities, and property damage. Ongoing research and data analysis is conducted to ensure assessments are free of bias.

Auditor Report Example

Introduction

This report is a summary of strengths and areas for coaching and development based on responses to the items in the assessment. The report is focused around seven main dimensions addressing different aspects of your workstyle. Keep in mind as you read the report that right side scores are not better than left side scores. There are positive and negative implications for both right side and left side scores, although certain scores are more preferable for certain roles.

Your Primary Traits

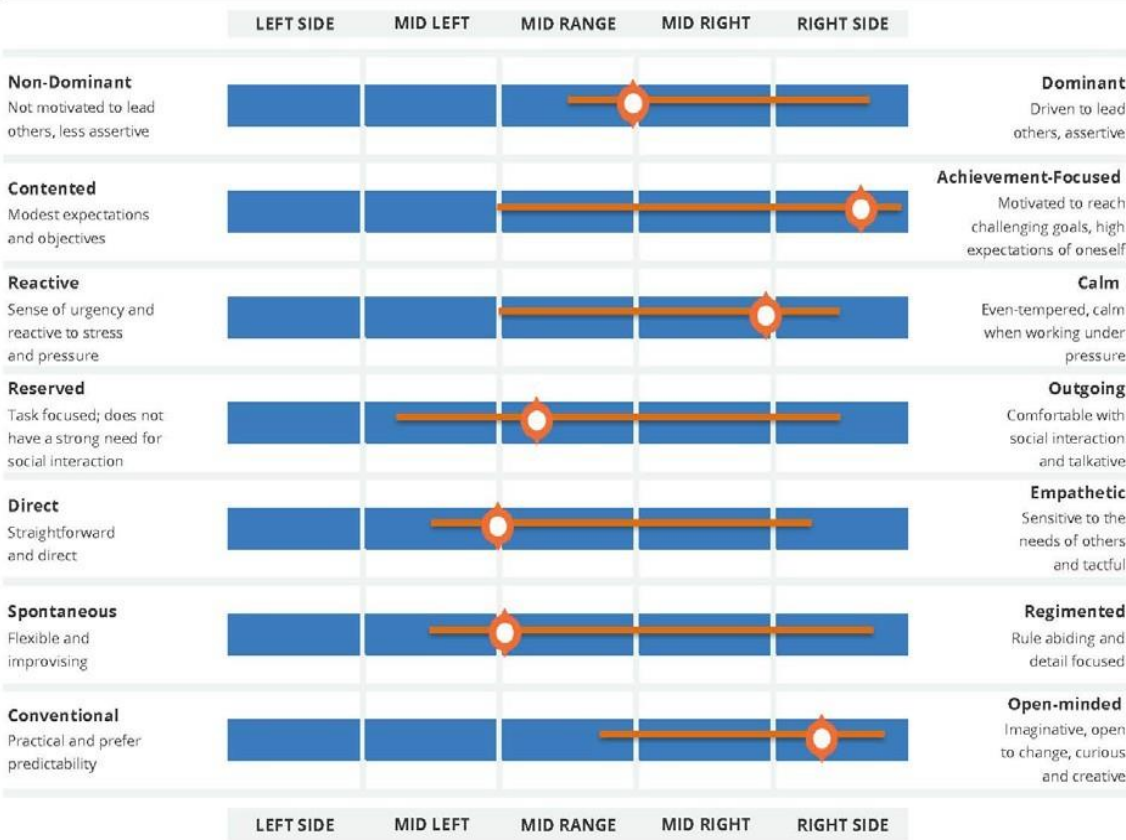
Achievement-Focused

Open-minded

Calm

These are the most extreme scores from your personality profile below.

Summary of your results:



The marker represents your results.
The average results of working adults is at the middle point of each dimension.



This bar represents the ideal score range for the Auditor role.

Dimension 1: Non-Dominant vs. Dominant



You scored in the Mid Right of the Non-Dominant vs. Dominant dimension.

This dimension measures the degree to which a person is driven to take charge and lead others. Mid-range scoring individuals can lead and influence others but are also comfortable as individual contributors.

Positive characteristics related to how you scored on this dimension:

- You're a cooperative team member
- You're able to work well independently
- You're comfortable taking charge if necessary
- You're able to lead others if necessary

Job-fit considerations – You would fit best into a role that:

- Emphasizes collaboration with others
- Involves occasional leadership tasks
- Involves working with a cooperative team
- Doesn't require being closely monitored

Possible coaching/developmental areas related to how you scored:

- You may be dissatisfied in a role that is primarily managing others
- You may be uncomfortable if you have to be highly assertive on a frequent basis

Culture-fit considerations - You would fit best into an organizational culture that:

- Has a healthy balance between cooperation and independence
- Is open to ideas and input from all team members
- Values the contributions of all employees

Lead Auditor Report Example

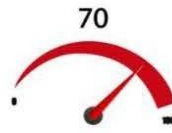
Position Fit Summary

Above Average
Average
Below Average

Overall fit Scores
above 75

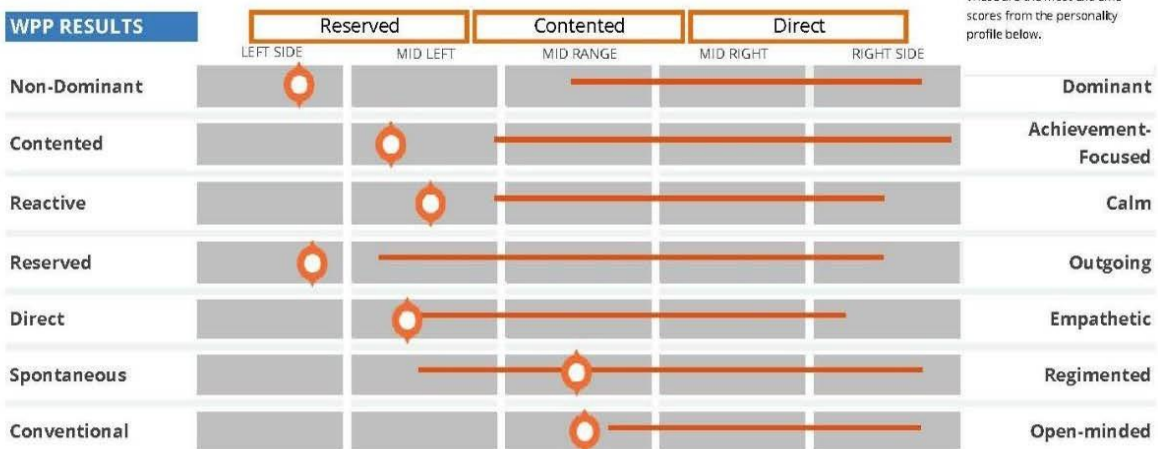
Overall fit Scores
between 50-75

Overall fit Scores
below 50

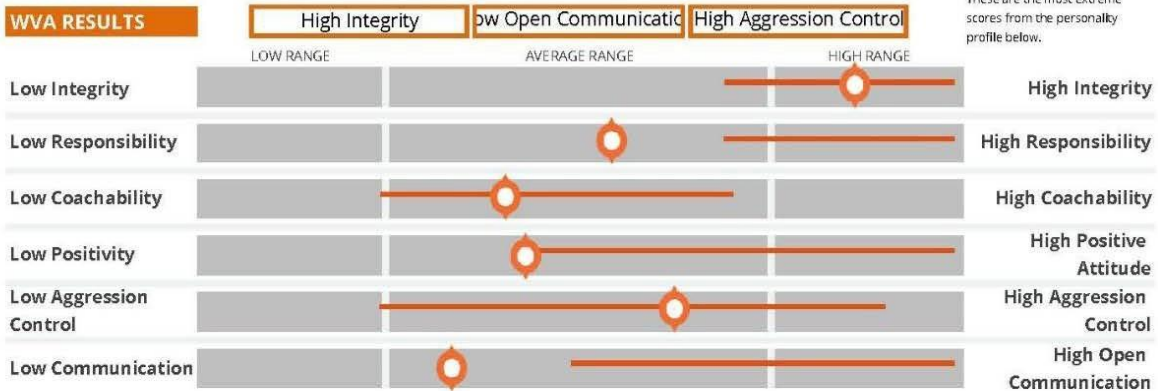


Auditor

WPP RESULTS



WVA RESULTS



Disclaimer: Results should always be considered in the context of all available information about a person; do not use this as the sole factor for making employment-related decisions.

Dimension 1: Non-Dominant vs. Dominant



scored in the Left Side of the Non-Dominant vs. Dominant dimension.

This dimension measures the degree to which a person is driven to take charge and lead others. Left side scoring individuals are comfortable being an individual contributor focusing on their own tasks rather than managing or leading others.

Positive aspects of how scored:

- Would be a cooperative team member
- Able to stay focused on independent work
- Comfortable taking direction from others
- Accommodating of co-workers

Job-Fit Considerations – would fit best into a role that:

- Focuses on independent work rather than leading or managing others
- Has objectives that are straightforward and reachable
- Involves working with a supportive team
- Doesn't require frequently taking charge and directing others

Coaching/developmental areas related to how scored:

- May not want to assume a leadership role
- May be uncomfortable being highly assertive

Management considerations for leading

- Will prefer collaborating more than leading
- May be uncomfortable delegating tasks to others if required to
- Would benefit from hearing performance feedback
- Would benefit from recognition for good performance

How to Interpret Your Results

Your Primary Traits

This section highlights the three attributes that have the most extreme scores. These are the primary characteristics of your work style.

Dial Icon

Located the top of your report, this score shows the degree to which you fit the benchmark behaviors of auditors. A score of 75 or more is considered above average.

Attributes

The results for each attribute are displayed on a scale. The results inside the scale represents a fit within the benchmark.

Orange Horizontal Line

This represent the auditor benchmark.

Exemplar Global certified professionals are required to complete the Work Style Assessment at recertification, or every three years from initial certification.



How Do I Get Started?

For more information, visit:

<https://exemplarglobal.org/certification/what-we-offer/assessments/>



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