



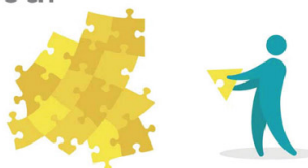
WSP™ Inventory Report

Quick Report For:

Austin Kahn

July 4, 2018

Discover your
**full work
potential**



This Report is your personal review. Its purpose is to help you to discover and use information gained from your Preferred and Position Actual WSP™ WorkStyle Profiles. The information will also help you address the question of:

How do I contribute in this ever-evolving world of work?

Align your Fit
with **WorkStyle
Alignment**



Contribute your
WorkStyle Fit

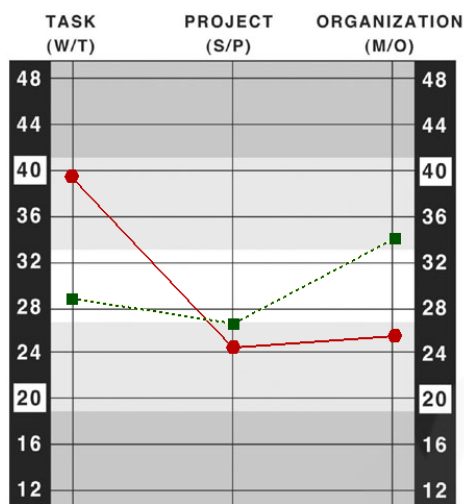




Your WSP™ Preferred and Position Actual Profile Overview

Here are your results displayed for you on your WSP™ Graph: Preferred and Position Actual Profile Names, Scores and Discrepancies. Discrepancies are the difference between your Preferred and Position Actual Profile scores – your alignment "WorkStyle Fit" or misalignment "WorkStyle Stress."

Your WSP™ Comparison Graph



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The What
Product or
Service

Your Preferred Profile:

PERFECTER

Preference Scores

39 25 26

Your Position Actual Profile:

ADAPTOR W/APPRaiser

Position Scores

29 27 34

Discrepancies

+10 -2 -8

WANT: More Less Less

WorkStyle Alignment is when the WorkStyle required to perform work activities align with the WorkStyle you prefer. The closer the match, the more benefits for both you and for your work. The WSP™ Inventory determines both the WANT – *how you prefer to work* – and IS – *how you are currently working*.

WANT

Your WSP™ Preferred Profile is derived from your responses to the assessment statements in the WSP™ Inventory and reflects how you like to contribute through your work - for problem solving, accountability, work communication, pride and more. It can help you find the types of work that give you the greatest satisfaction.

IS

Your WSP™ Position Actual Profile is derived from your responses to the assessment statements in the WSP™ Inventory of how you perceive yourself actually working. This Profile contains valuable insights about how your work environment needs you to work in terms of contributions - problem solving, accountability, communications, pride, and more. This can help you understand what is required in your work for the best work environment results.





WSP™ Orientations — Foundation for your WSP™ Graph, Score Sets and Profile Results

Four WorkStyle Orientations provide the conceptual foundation for the WorkStyle Patterns® (WSP™) Inventory. These represent the thinking and communicating about work – how a person likes to "Talk the Talk."

WorkStyle Orientation Definitions —

[W/T]

Worker/TASK — identifies directly with the Product or Service; performs specific work activities —

The WHAT of work to be performed through individual contribution.

Examples include: writing reports, programming, creating designs, teaching, independently troubleshooting and meeting with customers face-to-face.

[S/P]

Supervisor/PROJECT — identifies with the Project and its People; coordinates work activities —

The HOW of work to be implemented for performance of others through systems / coordination / interface.

Examples include: scheduling activities, coaching and training others, monitoring systems and standards and communicating information.

[M/O]

Manager/ORGANIZATION — identifies with the Goal and Results; initiates organizational activities —

The WHY of work for performance of the work environment through influence / impact / outcomes.

Examples include: assessing resources, establishing goals and results, influencing and making strategic decisions and assessing the work culture.

[ADAPTING]

ADAPTING — a combined Orientation that balances activities with all three W/T, S/P and M/O Orientations —

The work to be performed simultaneously through own performance, implementation for performance of others and influence for performance of the work environment.

Examples include: performing individual work while assigning work for others and planning for work environment goals.

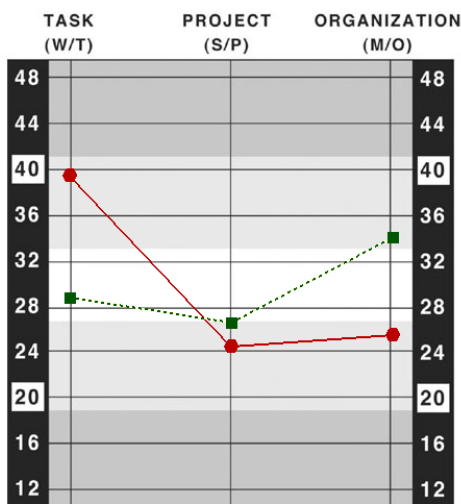
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Comparing WSP™ Preferred with Position Actual Profiles Summary

Your WSP™ Comparison Graph



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The What Product or Service The How Project and People The Why Goals and Results

Your Preferred Profile:

PERFECTER

Preference Scores

39 25 26

Your Position Actual Profile:

ADAPTOR W/APPRAISER

Position Scores

29 27 34

Discrepancies

+10 -2 -8

WANT More Less Less



Your Preferred Profile:

PERFECTER

- to -

Master The Work

People who prefer the PERFECTER WorkStyle Profile like to identify strongly with the product or service and to serve as the vehicle for initiating as well as improving the work. Those like you who prefer this WorkStyle Profile therefore typically enjoy a narrow activity focus within which to apply and enhance one's own area of specialization and expertise.

Individuals who prefer this WorkStyle Profile value being methodical and detailed to ensure accuracy. As a result, people like you with this PERFECTER approach to work may be viewed by others as self-sufficient with a tendency to exert a large degree of control over your own work activities.

Your Position Actual Profile:

ADAPTOR W/APPRAISER

- to -

Respond To Situations Through Information

A position with the Profile of ADAPTOR with APPRAISER offers the opportunity to function in any of several roles, depending upon the circumstances. A person fulfilling a position with this Profile should be comfortable working with details and equally adept at understanding how the work fits into a larger context. The ADAPTOR w/APPRAISER WorkStyle Profile requires the ability to quickly accept change and often to be the first to recognize new opportunities within the work environment.

Positions requiring the ADAPTOR w/APPRAISER WorkStyle Profile need those in the position to provide information for both individual and group settings. Those performing this approach to work are expected to assume the lead in social or work group situations, often serving as a storehouse of facts, knowledge and information about relevant work-related topics.



WSP™ Preferred Profile Description and Contributions

YOUR PREFERRED WORKSTYLE PROFILE — DESCRIPTION

PERFECTER

– TO –

Master The Work

People who prefer the **PERFECTER** WorkStyle Profile like to identify strongly with the product or service and to serve as the vehicle for initiating as well as improving the work.

Those like you who prefer the PERFECTER WorkStyle Profile typically enjoy a narrow activity focus within which to apply and enhance one's own area of specialization and expertise. Those who prefer this WorkStyle also value being methodical and detailed to ensure accuracy. Because of this, you may perceive it is important to pace the requirements for a project, obtain a clear focus, learn the applications and limitations of current technology and then initiate new possibilities or applications.

Those offering the PERFECTER WorkStyle tend to respond more positively to specific work requirements and deadlines than to broad goals. Usually, it is only when the support of others is required in order to complete the current activity or project that those with this Profile want to integrate their work with others or consider wide-ranging work environment aims. Those with a PERFECTER Preference also have a minimal interest in coordinating and organizing the work of others. As a result, people like you with a PERFECTER approach to work may be viewed by others as self-sufficient with a tendency to exert a degree of control over own work activities and appear inflexible in using methods suggested by others.

Individuals preferring the PERFECTER WorkStyle contribute their best in work environments where both resources and support are provided for and coordinated by others. These conditions allow you to make incremental improvements in a specialized field while generating new applications.

CONTRIBUTIONS PREFERRED TO OFFER WORK ENVIRONMENTS

characteristics	precise, thorough, methodical and self-reliant
task orientation	“tell me the ultimate goal and its activity requirements and I will work autonomously to reach that goal”
work orientation	seeks and exercises control over entire assignment through self involvement of specialized expertise
responsibility	feels responsible for results connected to own involvement
accountability	assumes personal accountability for own contribution
problem solving	seeks to solve problems by using own knowledge to analyze specific details, to determine the “correct” answer
communication	offers precise oral or written information about subject areas in which the person is involved
area of expertise	applies knowledge and skills to develop greater competence
pride	takes pride in producing workable solutions when own skill and expertise are applied





WSP™ Position Actual Profile Description and Contributions

YOUR POSITION ACTUAL WORKSTYLE PROFILE — DESCRIPTION

ADAPTOR w/APPRaiser

– TO –

Respond To Situations Through Information

A position with the Profile of **ADAPTOR with APPRAISER** offers the opportunity to function in any of several roles, depending upon the circumstances. A person fulfilling a position with this Profile should be comfortable working with details and equally adept at understanding how the work fits into a larger context. The ADAPTOR w/APPRaiser WorkStyle Profile requires the ability to quickly accept change and often to be the first to recognize new opportunities within the work environment.

Those performing the ADAPTOR w/APPRaiser WorkStyle Profile need to move across organizational lines in a networking capacity. Individuals in the position should grasp total concepts, quickly mobilize facts and figures, and then enlist the interest of others to utilize this information in response to changing situations. The ADAPTOR w/APPRaiser WorkStyle Profile requires a position holder to be comfortable and effective in group settings and sharing activities and assignments.

The ADAPTOR w/APPRaiser WorkStyle Profile requires versatility. Most positions with this Profile require that this versatility be in a response mode to the surroundings, being mobile from activity to activity and supporting the work of others. Some positions with this Profile, in fast-paced or entrepreneurial environments, require that this versatility be in a dynamic mode, being highly visible and using initiative while being mobile from activity to activity.

Positions requiring the ADAPTOR w/APPRaiser WorkStyle Profile need those in the position to provide information for both individual and group settings. Those performing this approach to work are expected to assume the lead in social or work group situations, often serving as a storehouse of facts, knowledge and information about relevant work-related topics. This WorkStyle Profile can best be performed in a structured work environment where the gathering and organizing of information is necessary to respond to work environment needs.

CONTRIBUTIONS REQUIRED FOR THE WORK ENVIRONMENT

- characteristics** be responsive, informative, inquisitive and procedural
- task orientation** assume that decisions are only as good as the information upon which they are based
- work orientation** organize information for self and others
- responsibility** seek and offer information in a responsive manner within structured environments
- accountability** provide methods for organizing and sharing of information
- problem solving** seek to determine solutions through careful gathering of information, in either formal or informal settings
- communication** seek sources of information and, as requested, supply the obtained information
- area of expertise** access information for purposes of development and expansion of own knowledge and addressing of work environment issues
- pride** take pride in being responsive to the need for work-related information within the immediate work environment





WSP™ Inventory and Quick Report Completion

We trust this has been a discovery for you – of how your WSP™ Preferred WorkStyle Profile is a gift to render work of lasting value.

Would you like to further your WorkStyle Alignment planning? Two resource guides are provided within your Inventory: *WorkStyle Fit* and *Take Action Strategies*.

You may re-enter to access these resources or to review your results from time to time at your convenience. Your information will remain stored and confidential for your reference.

Enter from www.WorkStyleAlignment.com as you did to complete your WSP™ Inventory and obtain this report. You will need your Access Code, Username and Password. Please take a minute and record your information to have available for on-going access. Your information will remain stored and confidential for your reference:



- Username _____
- Password _____
- Access Code: #123456-20114T

WorkStyle Fit Provides Your Personalized Options to Explore:

Based upon WSP™ Analytics a customized listing is available for you to explore and select from your Preferred WorkStyle Profile by: *Types of Work, Interfaces of Work and Places of Work*. These have been identified and verified for the each of the 29 WSP™ Profiles currently being performed in the workplace. Access your WSP™ Preferred Profile match located within the WorkStyle Fit section of WSP™ Inventory Results. See what WorkStyle Fit matches with your past, present and potential future work. Have fun with this!

Take Action Strategies Offers Alternatives and Options:

These are based upon your WSP Inventory results for your Preferred WorkStyle Orientations, Profiles, WorkStyle Stress and WorkStyle Fit options. They are provided for your consideration in four categories:

- EXPAND with Preference
- STRETCH with Position Actual
- CONTRIBUTE outside of Position
- STRATEGIZE for Change

Have any suggestions or questions about your WSP™ Inventory experience or the practice of WorkStyle Alignment? Feel free to contact us through the Feedback section of this website.

We invite you to learn more about WorkStyle solutions, products or research results, there are a variety of information sources for your exploration at the website, www.WorkStyleAlignment.com.

May your work life be a blessing for you as you bless your places of work.