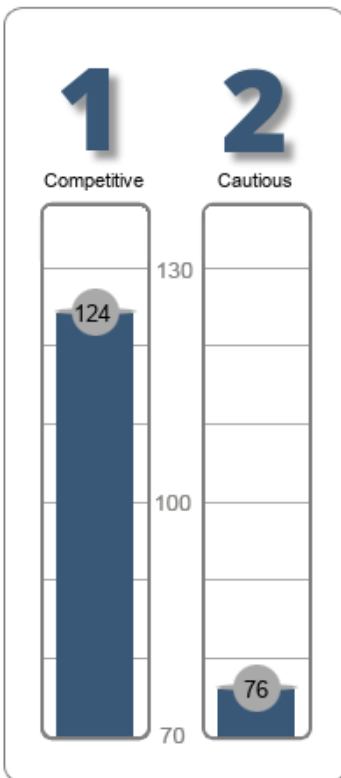


Client Name: Omnia Report Samples  
 Client Number: 20-SAMPLES  
 Participant Name: Sam Sample  
 Personality Group: The Visionary  
 Report Type: Onsite  
 Profile Number: 1671624WB  
 Report Date: June 16, 2023  
 Dept./Div.: Selection-Sales-General

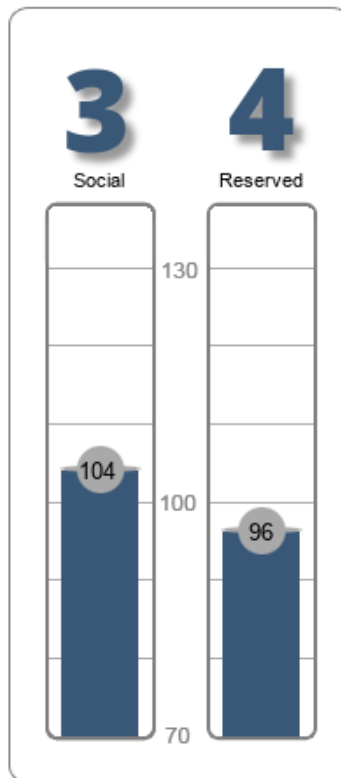
## Your Professional Development Style: VISIONARY

Assertive, competitive, outgoing, fast-paced and decisive. Natural aptitudes include drive, taking advantage of opportunities, working under time pressure and seeing the big picture. Gravitates toward tasks requiring comfort with risk, taking charge and driving growth.

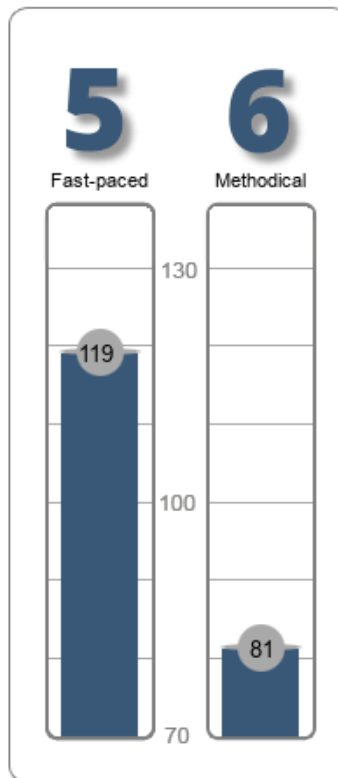
### Assertiveness



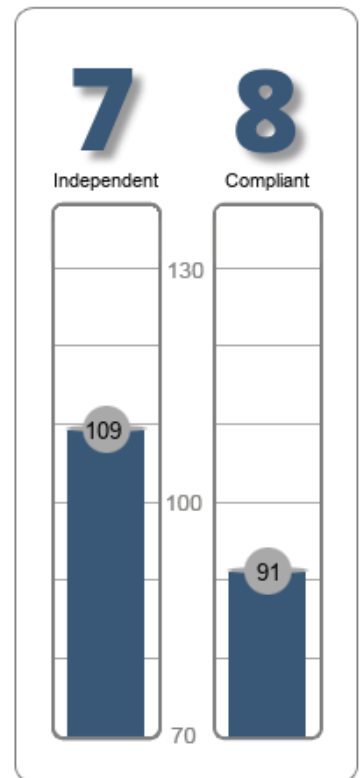
### Sociability



### Pace



### Structure



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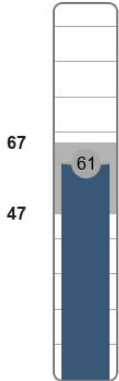
Participant Name: Sam Sample

Personality Group: The Visionary

Profile Number: 1671624WB

## DEVELOPMENT INSIGHT

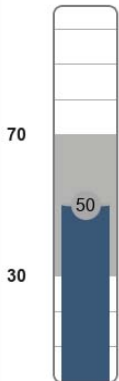
### ENERGY



You selected an average number of words on the assessment.

Your Energy score suggests an ability to efficiently process information along with adequate stamina for a typical workweek.

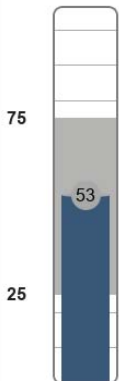
### PERSPECTIVE



A Perspective score within the average range suggests considerate, consistent and predictable behavior.

Your actions likely reflect appropriate reactions to stress and decisions that demonstrate considered forethought.

### INTENSITY



Intensity measures the strength of your personality traits.

A score within the average range indicates you have clearly defined traits and good focus. It should be comfortable for you to articulate your motivators and workplace needs.

Client Name: Omnia Report Samples

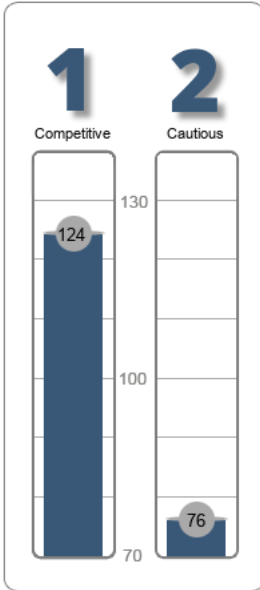
Client Number 20-SAMPLES

Participant Name: Sam Sample

Personality Group: The Visionary

Profile Number: 1671624WB

## DEVELOPMENT INSIGHT



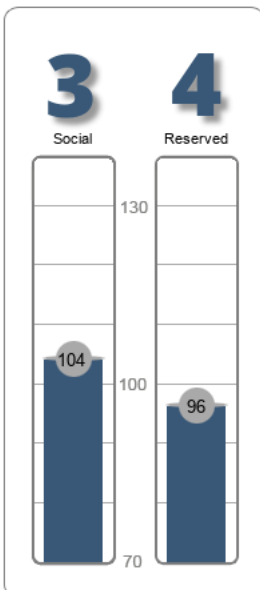
You fall into the ***Visionary personality group***. You are ***assertive, outgoing, fast paced and independent***.

Your column 1 is significantly taller than column 2; this means you are take-charge, bold, competitive and driven. Your assertiveness column is taller than the target range indicating you might be even more aggressive than other Visionaries.

You have a high level of confidence and assertiveness, which helps you proactively take charge of situations and projects. You are willing to show initiative to resolve issues or implement changes; you like to keep things moving forward. You probably interact with others in a confident way, but you may need to be careful not to intimidate people.

You enjoy activities that challenge your competitive spirit and offer individual rewards. You are comfortable with risk and likely project a bold vision to others. You are generally attracted to outwardly directed activities, such as building relationships, creating strong alliances and searching for opportunities. Sales, leadership or entrepreneurial ventures are some broad career areas that may offer you the challenge you need.

**Development Opportunities:** Communicating with diplomacy, working effectively as part of a team, consensus building, and collaboration.



Your column 3 is taller than, or equal to, your column 4, which indicates you are ***socially oriented, articulate, expressive and comfortable following your intuition***.

You enjoy interacting with people and are quick to establish relationships with co-workers, clients and other business contacts. You have an influential communication style; you can be inspiring and you present ideas eloquently. You are capable of speaking in a positive, empathetic manner, and you are likely attuned to people's emotions. Extroverts are apt to be drawn to you, yet you might need to make a conscious effort not to speak over quieter, more reserved individuals.

If your columns 3 and 4 are equal or nearly equal, you balance social poise and an interpersonal focus with analytical resourcefulness and a task focus.

You are motivated by recognition, and thrive in optimistic, relationship-oriented work environments.

**Development Opportunities:** Building active listening skills, written communication using facts and specifics, improving task concentration.

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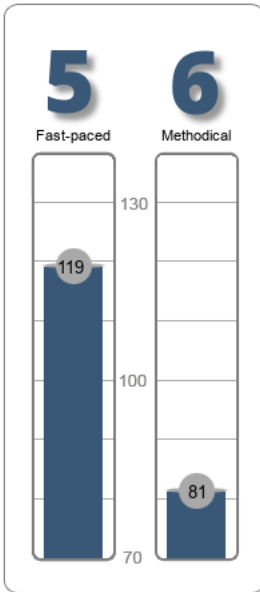
Client Number 20-SAMPLES

Participant Name: Sam Sample

Personality Group: The Visionary

Profile Number: 1671624WB

## DEVELOPMENT INSIGHT

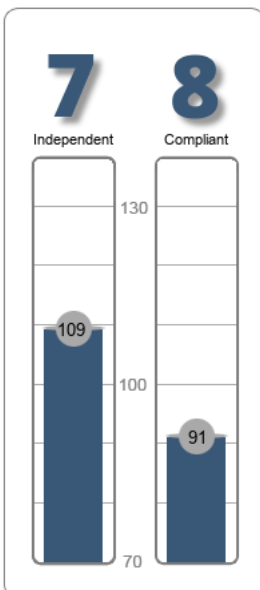


Your column 5 is taller than your column 6, which means you have a ***strong sense of urgency and high level of multitasking flexibility***. You appear to be even faster paced and adaptable than the majority of Visionaries.

You set a brisk, timely pace for yourself and you strive to meet goals and/or turn around assignments quickly. You are constantly looking for ways to make processes more efficient. You are comfortable making changes and trying new things. Versatile, you can coordinate various initiatives and activities simultaneously without feeling overwhelmed, and you have a good tolerance for interruptions. Be cognizant of colleagues' potential need for continuity and stability, though. Some people may not move as fast or adapt as easily to changing situations as you do.

You thrive in a dynamic environment. You appreciate short-term goals and a frequent sense of accomplishment. You might need to use time management tools to help you stay organized.

**Development Opportunities:** Organization and follow through, time management, patience and long-term goal setting, prioritizing work and maintaining task focus.



Your column 7 is taller than, or equal to, your column 8, and this indicates you are an ***innovative, results-focused thinker who is comfortable self-directing***.

You see the big picture well, but might not concentrate on details. Not inclined to need a lot of structure, you are willing to think outside the box and use your own judgment. You also have resilience for shrugging off criticism and bouncing back from disappointments. If your work overlaps with that of very detailed individuals, make sure that you do not leave them to handle the more intricate parts of your assignments. If you are able to delegate, take care to offer specific guidelines.

If your columns 7 and 8 are equal, you remain big-picture focused even when sifting through daily operational details.

You appreciate having some autonomy and the opportunity to be creative. You prefer to self-manage and can feel stifled by close oversight.

**Development Opportunities:** Attention to detail, documentation, consensus building, organization, communicating with specifics and explaining reasoning behind decisions.

Client Name: Omnia Report Samples

Client Number 20-SAMPLES

Participant Name: Sam Sample

Personality Group: The Visionary

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## CANDIDATE'S KEY TRAITS

This summary is based on the highest of the 8 columns. This page is **ideal for use with employee coaching**.

You are a goal-driven, aggressive competitor who plays to be first or best. You are comfortable with confrontation and risk; at times you could have difficulty backing down or taking a non-leadership role in group or team settings. You strive to create or discover new opportunities and make things happen. You are driven by individual performance-based pay such as commission. Highly ambitious, you may have to make an effort to create realistic, attainable business goals. You tend to be more authoritative and demanding than supportive.

You are naturally people-oriented, upbeat, and communicative. You might find it challenging to stay motivated in a job with limited people contact. You establish relationships with people easily; you are likely a good motivator, networker, and promoter. You tend to rely somewhat more on emotion and enthusiasm than on technical or detailed information when attempting to persuade. You are generally more instinctive than analytical or technically-minded. You strive to project a favorable image and appreciate public recognition.

You are fast-paced and potentially impatient. You fit well in a time-driven environment where deadlines might be given or altered with short notice. You are comfortable multi-tasking and adapting to new situations, priorities, or schedules. You may have to make an effort to finish tasks before starting another; there is potential for overextension. You are a naturally flexible individual who could quickly become frustrated with routine, repetitive tasks.

You are an independent decision-maker who follows important rules but prefers general guidelines to formal, explicit procedures. You are a confident self-manager; you want to know what needs to be done rather than how to do it. You are comfortable making decisions with a basic understanding of expected outcomes. You deal well with criticism. You are not naturally attentive to details, so you may have to make an effort to maintain high accuracy levels with tasks like reporting and documentation.

Client Name: Omnia Report Samples

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Participant Name: Sam Sample

Personality Group: The Visionary

Profile Number: 1671624WB

## DEVELOPMENT INSIGHT

The following sections provide an overview of your behavioral characteristics and preferences.

### COMMUNICATION STYLE

- You communicate in a confident, influential, persuasive, assertive manner.
- You are adept at presenting your ideas and making people interested in what you have to say.
- You favor an upbeat environment where positive motivation and morale are core values.
- You tend to communicate broadly versus going into significant detail. Make sure you are specific enough when communicating your ideas, though.

### STRENGTHS

- Taking charge of situations and assuming risks. Asserting yourself to make things happen, affect change or solve problems. Handling conflict without becoming flustered.
- Devising creative plans and generating interest in them by describing them in an expressive manner. Networking, building relationships and showing understanding for others' concerns and feelings.
- Working under deadlines and adapting to the unexpected. Multitasking, handling interruptions, trying new things.
- Working with limited guidance, innovating and focusing on the big picture. Dealing with setbacks or criticism.

### CHALLENGES

- Working behind the scenes as part of a team. Taking direction from others.
- Analyzing all the possible sources of data when making decisions. Attending to dry, information-based assignments, especially if they are solitary and detailed.
- Following through when assignments are very long or repetitive. Staying organized when handling multiple projects.
- Following procedures to the letter. Attending to detailed assignments

#### Self-Improvement Areas:

- Customer service; effectively working as part of a team; consensus building
- Using active listening skills; written communication using facts and specifics; improving task focus
- Time management; long-term goal setting, prioritizing work
- Attention to detail; following procedures; communicating with specifics

Client Name: Omnia Report Samples

Client Number 20-SAMPLES

Participant Name: Sam Sample

Personality Group: The Visionary

Profile Number: 1671624WB

## DEVELOPMENT INSIGHT

### PACE

- Your pace is time-sensitive, brisk and urgent.
- You adapt well to a busy work environment, and you can juggle many duties, work quickly to meet deadlines and think on your feet.
- It is probably your preference to handle tasks quickly and check them off of your to-do list, and you are apt to be energized by a dynamic work place.

### ATTENTION TO DETAIL

- You prefer to emphasize the big picture instead of details.
- You focus on the overall results and may want to delegate small matters to more meticulous individuals.
- You use your instincts and think outside the box instead of closely adhering to processes.
- When you have to work on detailed tasks, make sure you take the necessary time to check over your work.

### MOTIVATIONAL STRATEGIES

- Performance-based incentives; a clear, challenging career path. The chance to earn incentives or power based on your accomplishments.
- The opportunity to interact with others, sharing ideas and building relationships. Public praise and recognition of achievements through compliments and special awards.
- Diversity in your work day, a changing environment with multiple opportunities to switch gears. Short-term goals that offer a frequent feeling of accomplishment.
- Autonomy and the chance to innovate. The opportunity to focus on the big picture and delegate details. An informal, upbeat work environment with limited structure.

### DEMOTIVATORS

- Not having the chance to move up within your company or earn incentives based on your own efforts. Having to be in the background or work extensively in support of others. Being in a position that emphasizes the status quo rather than inviting growth or change.
- Not having any way to stand out, or feeling your accomplishments go unnoticed; a lack of recognition. Assignments that are dry and isolating.
- Being in a highly predictable environment, tasks that are lengthy or repetitive. Bureaucracy and red tape; being closely monitored or having to get approval for every decision.
- Having to concentrate on painstaking details instead of the big picture.



Client Name: Omnia Report Samples

Client Number 20-SAMPLES

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## DEVELOPMENT INSIGHT

### ACTION PLAN

#### **You respond best to:**

- A competitive, performance-based environment. Pursuing individual objectives.
- Visibility and influence; interactive, people-centered assignments.
- Opportunities to multitask and handle a variety of activities.
- An innovative, hands-off manager who encourages independent decision making.

#### **To maximize your success:**

- Seek out opportunities to take on new responsibilities. Work toward shared company goals. Establish a mutually beneficial path to promotion with your manager(s).
- Make sure you consider all factors before making your decisions. Attend to intricate tasks in a quiet area to bolster your concentration.
- Use time-management tools to organize your workload, and divide long-range endeavors into smaller segments. Ask for coaching on how to plan your workday and avoid overextension.
- Audit your results to ensure they are thorough and accurate. Ask which processes are essential to follow and which procedures can be modified as needed.