



HENNEQUIST CONSULTING & COACHING

validity group.



Express POP™

One assessment, six roles

Report Introduction

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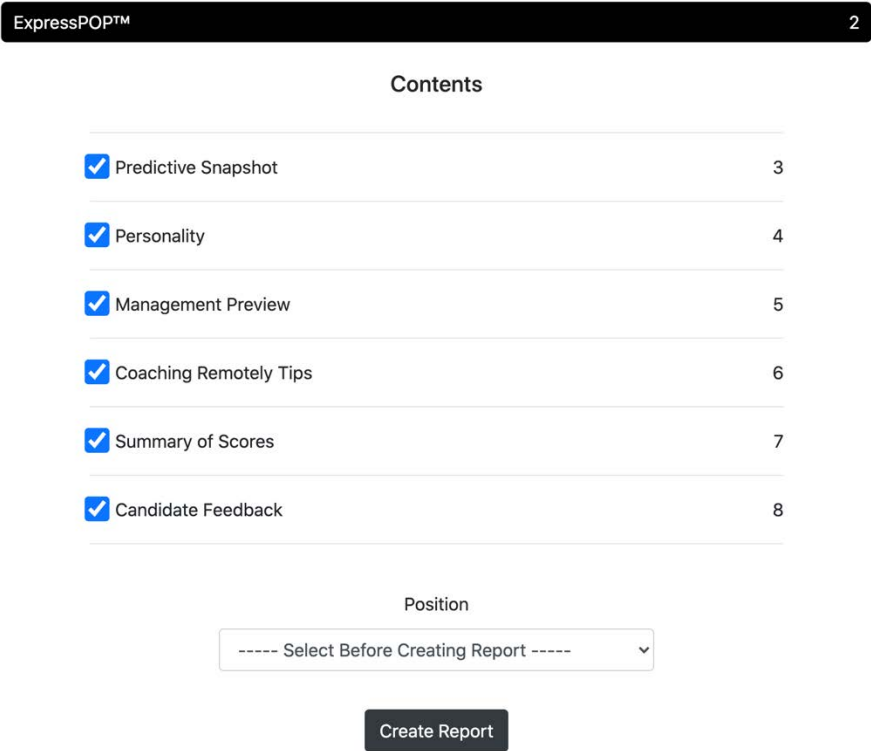
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Express POP™ Sample Report.

Welcome to the Express POP™ sample report. This introduction is designed to support you in generating the required report(s) in the live rendition.

1. The opening screen in the live rendition of the report is captured below. You can customise the contents of the report by indicating which sections you want to include or exclude. Simply select or deselect these as you see fit prior to creating the report. Here you can see we have selected **all** of the various sections for inclusion in the report.



2. To create each report, click where prompted in the **Position** dropdown field (screenshot below), select the role and then click the **“Create Report”** button.



The following **sample** pages show you the reports generated for one individual against each of the six roles.

Note that the Sales Report even shows you this individual against two different sales roles – Hunter (Competitive Sales) and Farmer (Relationship Sales).

Should you need any support, please don't hesitate to contact us at assessments@validity.group.

***** Sample Reports Follow *****





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ExpressPOP™

Name : Test Test

Email : reports@validity.group

Phone : 0396539551

Report ID : ETM6K1163Y6D

Test Date : 2021/05/19

This is the report cover page for
the **Sales** role

SAMPLE

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Position

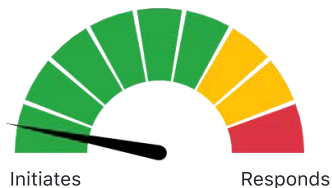
Sales



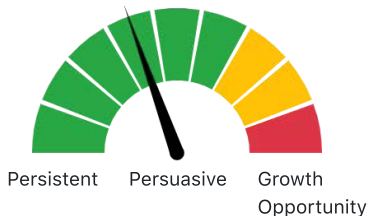
Create Report

Snapshot of Sales Potential

Business Development /
Prospecting



Client Orientation /
Closing Style



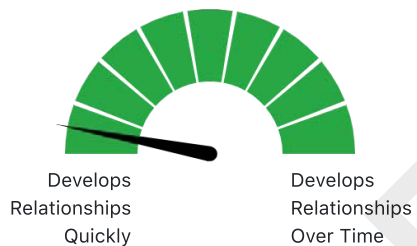
Approach to Feedback /
Coaching



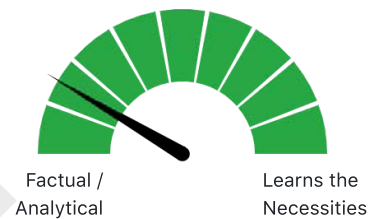
Self Management



People Orientation



Analytical Orientation



OVERALL SALES FIT

Competitive Sales



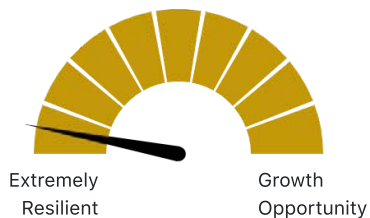
Proceed

Relationship Sales

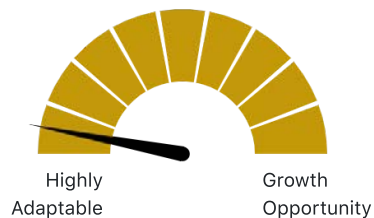


Proceed

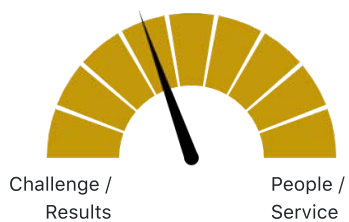
Resilience



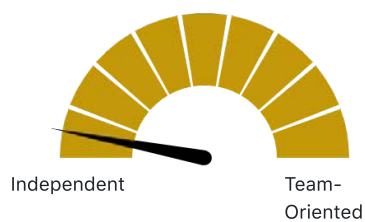
Adaptability



Motivational Mix



Collaboration



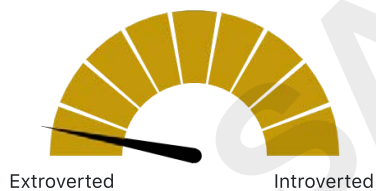
Sense of Urgency



Comfort with Conflict



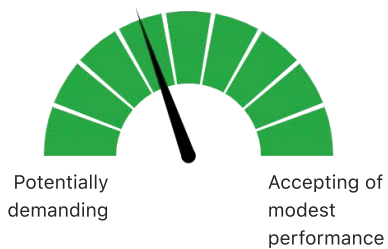
People Orientation



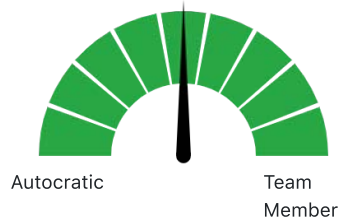
Learning Agility



Performance Management



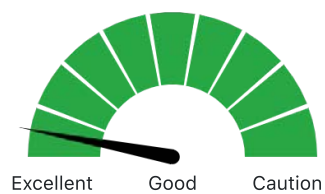
Leadership Style



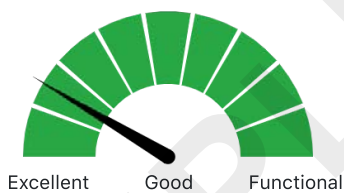
Training & Development



Recruiting/Attraction



OVERALL PREVIEW



SAMPLE

 **Based on the Enterprising Potential (E.P.) Results**

This individual enjoys dynamic and fluid work environments and has a natural potential to organize daily activities and self manage them through to completion. Providing this individual with a degree of autonomy to take initiative would be the suggested management approach.

 **Based on the Achievement Potential (A.P.) Results**

This individual prefers external motivation and challenge, which must be set by the manager. The manager will likely need to keep frequent contact with this individual and will have to reinforce efforts towards achieving objectives. This individual might have some tendencies to lose focus in a remote work environment, so frequent contact should be maintained.

 **Based on the Independence Potential (I.P.) Results**

Individuals with this score are extremely independent and prefer to structure their own day and to work on tasks with minimal feedback and guidance. It is important to avoid micro-managing this individual and to establish a communication schedule that aligns with both parties' needs and preferences.

 **Based on the People Orientation (P.O.) Results**

Since this individual gets a lot of energy and enjoyment from contact with people, suggest virtual coffee / lunch meetings with other colleagues as a way of staying connected. Regular company meetings and town halls are other ways of keeping your highly extroverted employees engaged.

 **Based on the Analytical Orientation (A.O.) Results**

This individual is analytical and curious. Ensure that you are providing this individual with ample learning and growth opportunities and be very thorough in how you communicate tasks remotely.

Note:

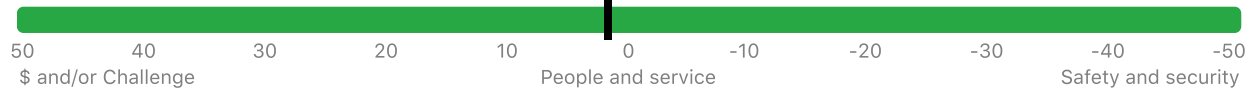
The number one competency for working remotely is self management. Click on the following link for an introduction to our Coaching & Mentoring programs:

[Coaching solutions that drive business results](#)

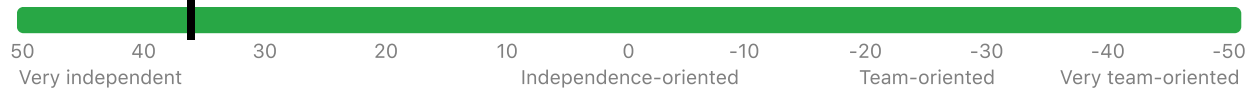
Enterprising Potential (EP)= 71



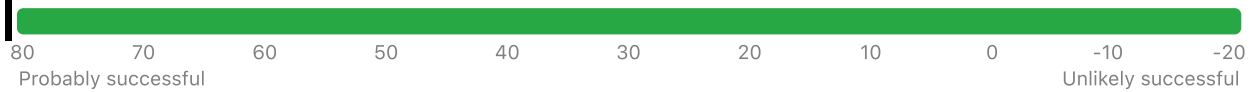
Achievement Potential (AP)= 2



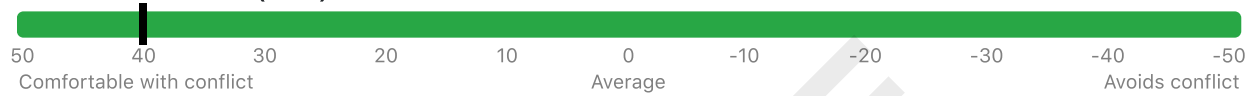
Independence Potential (IP)= 36



Predictor Score (PS)= 90

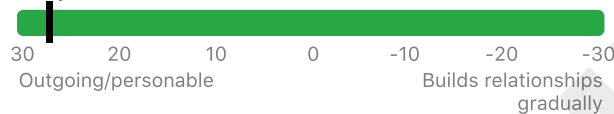


Comfort with Conflict (CWC)= 40

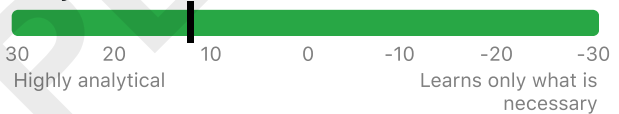


Communication Style

People Orientation (PO)= 27



Analytical Orientation (AO)= 12





Candidate Feedback Report

ExpressPOP™

Name : Test Test

Email : reports@validity.group

Phone : 0396539551

Report ID : ETM6KI163Y6D

Test Date : 2021/05/19

Thank you for taking the time to complete the POP™.

The following information identifies several of your personal strengths that are important to your career planning. The objective of the POP™ is to match you to the "best fit" position that will capitalize on your strengths and maximize your chances for a successful, rewarding career.

John C. Marshall, Ph.D.

This is the **Candidate Feedback** report
cover page for the **Sales** role

Personal Strengths / Career Needs

In Terms of Enterprising vs. Support Role Possibilities

You can be described as extremely competitive, enterprising, assertive, aggressive, tough-minded, determined and goal-oriented. You may display new and creative ways to reach your personal and work objectives. You typically evaluate your work, and you can sometimes be critical of your own performance. Given a goal, objective or requirement, you can develop your own plan, manage your time and focus your effort on a daily basis to reach your goals. Being a self manager should come very naturally to you, and these skills should be refined through formal training and/or on-the-job experience.

In Terms of Your Style & Strength of Various Motivations

People see you as being motivated to a very great extent by your sincere concern for the well-being of others. In addition, they may see you as a person who has the potential to achieve some very meaningful objectives related to creating a good level of personal income. To achieve at the highest level that you are capable of, and to obtain both personal and financial satisfaction, you should set your career goals toward obtaining a position in an organization whose purpose has real human and/or social merit, and where you can occasionally take on challenging special tasks that are very demanding and that will reward you for their successful completion.

In Terms of Your Independence vs. Your Need to Be in the Team

You can be described as extremely strong-minded, stubborn, demanding, firm, independent and resolute. You seek responsibility and dislike constant supervision. Your result indicates that you are an individual interested in developing your own skills, and innovative in developing your own procedures or methods of approaching business, perhaps even to the extent of conflicting with existing company procedures. In a team situation, you would be most likely to move as quickly as possible into a team leadership role, if you decided to participate in the team at all.

In Terms of Your Orientation Toward the "People" Side of Business

You can be described as extremely sociable, entertaining, cheerful, genial and outgoing. In addition to being a fluent talker, you are comfortable with new people, value social interaction and make new friends easily. Generally, you would be a good company representative and have the ability to communicate with a wide variety of people in a number of different functions. Being extremely sociable could make you somewhat sensitive to rejection.

In Terms of Your Orientation Toward Technical & Practical Concerns

You can be described as quite logical, reflective, analytical, factual and practical. A job requiring the solving of intellectual or conceptual problems would stimulate someone like you. You have a flair for technically-oriented, detailed work. Taking on challenges to learn and use new information in a field that interests you would be rewarding in itself.

What To Seek / What To Avoid In Jobs

What Should You Look for In a Job/Career that Matches You Best?

- +** Look for opportunities to create your own work structure and to develop your self-management skills through training in time management and activity planning. The opportunity to put solid effort into the job each day is a real plus for you, as you know that effort invested consistently will produce the results you seek in both productivity and recognition.
- +** Your best prospects for both personal satisfaction and personal productivity can be found in career directions that focus on challenging jobs in which you can see a real value in terms of rendering a valuable and valued service to people.
- +** Look for employment that provides you with a lot of freedom to be creative in developing your own ways to do business. You should seek a supervisor that likes staff members who think for themselves and work independently.
- +** Look for employment that provides you with lots of "people" contact on a daily basis. A job with a great deal of person-to-person interaction and public relations opportunities would be ideal for you.
- +** A job with some learning and technical requirements would be quite satisfying. The opportunity to be creative and to put your new-found knowledge into action would also be appealing to you.

What To Seek / What To Avoid In Jobs

What Should You Avoid in Jobs/Careers that Don't Match You?

- Avoid tightly and rigidly structured work situations. If there is no room to put your personal touch to work in organizing and managing yourself, the job may become too constricting for you. Try to avoid jobs that may limit your self-management skills development. You have a strong need to be a self manager, and that affects your personal productivity and your sense of satisfaction with any job.
- Avoid jobs that you perceive as having little service orientation. If the company tends to reward everyone the same, regardless of their effort and results, your desire to be valued for your productivity is unlikely to be satisfied with them.
- Avoid work circumstances in which you would be expected to follow rigorous rules and be under close and continuing supervision for an extended period. However, you should be careful not to give people the impression that there is little anyone can teach you.
- You should avoid employment that isolates you from people. A job that lacks social interaction would not be adequately stimulating and rewarding to you.
- You should avoid jobs that are not intellectually challenging, creative and those that do not offer a chance for personal growth in a technical or practical sense.



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ExpressPOP™

Name : Test Test

Email : reports@validity.group

Phone : 0396539551

Report ID : ETM6KI163Y6D

Test Date : 2021/05/19

This is the report cover page for
the **Sales Management** role

SAMPLE

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Position

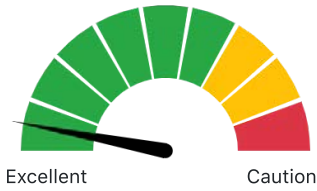
Sales Management



Create Report

Sales Management Suitability

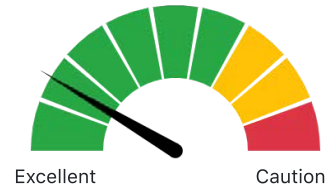
Recruiting / Attraction



Sales Training & Development



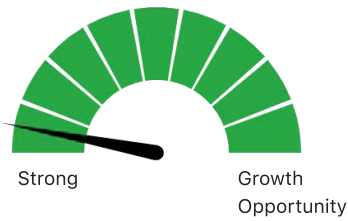
Sales Force Growth



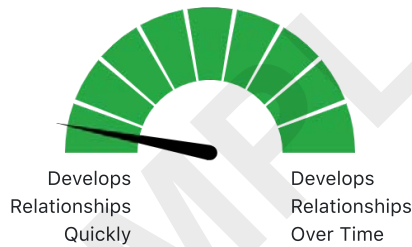
Performance Management



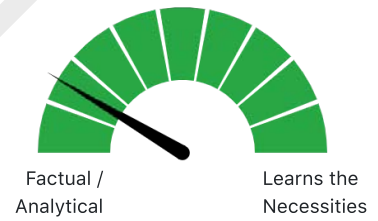
Self Management



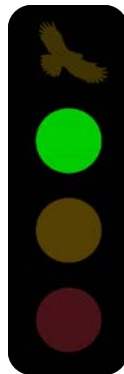
People Orientation



Analytical Orientation

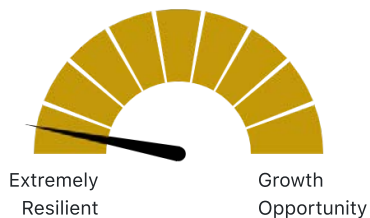


Recommendation

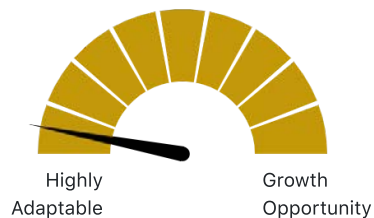


Proceed

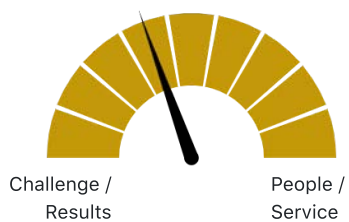
Resilience



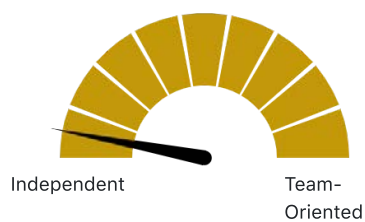
Adaptability



Motivational Mix



Collaboration



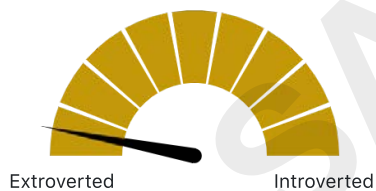
Sense of Urgency



Comfort with Conflict



People Orientation



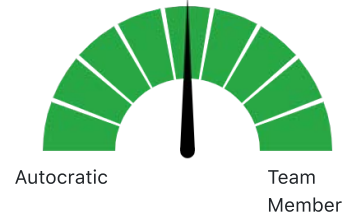
Learning Agility



Performance Management



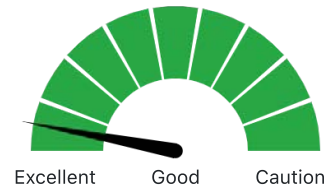
Leadership Style



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OVERALL PREVIEW



SAMPLE

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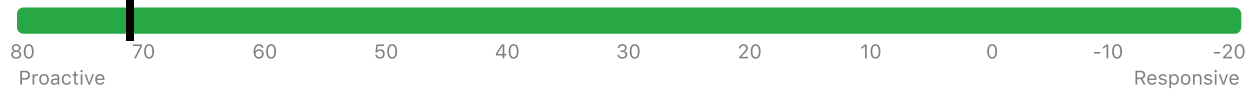
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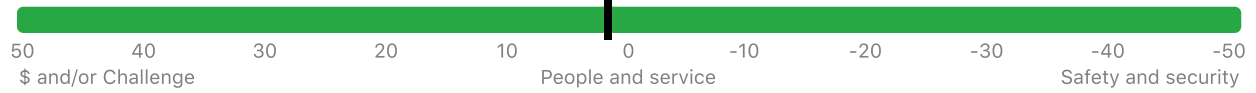
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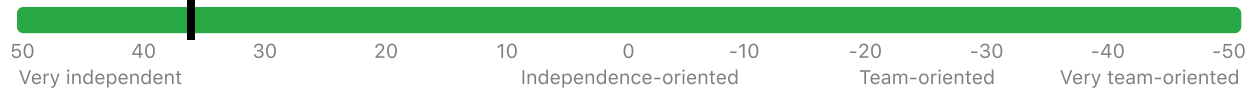
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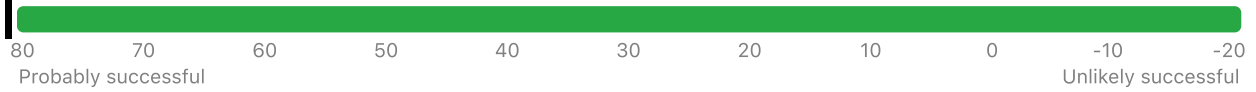
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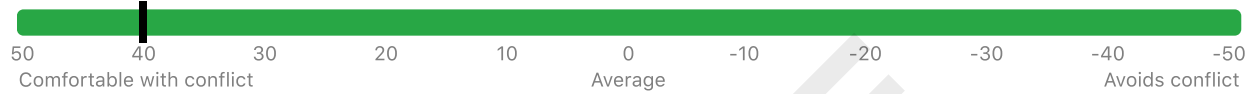
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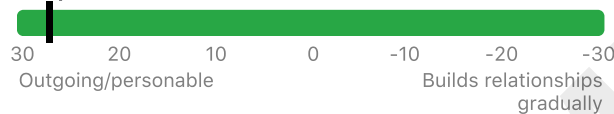


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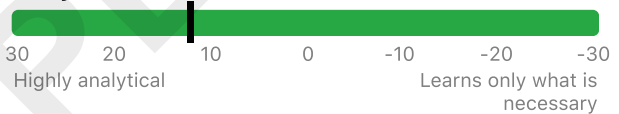


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Position

Management



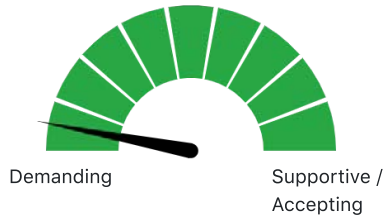
Create Report

Management Suitability

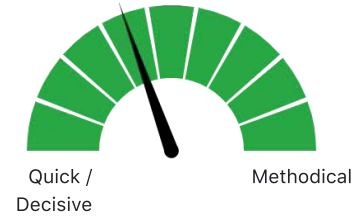
Management Style



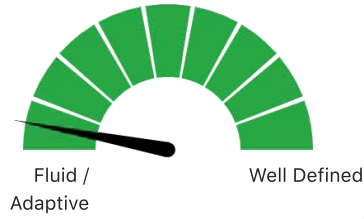
Coaching Style



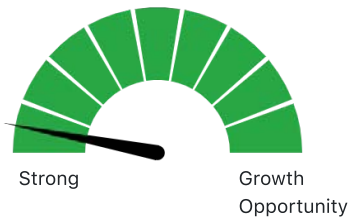
Decision Making



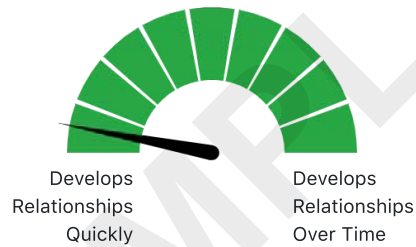
Management Structure



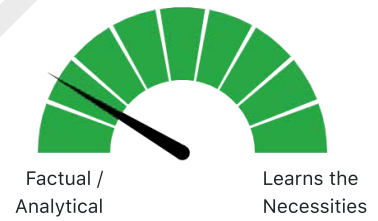
Self Management



People Orientation

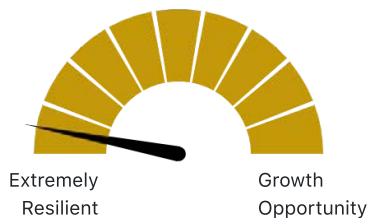


Analytical Orientation

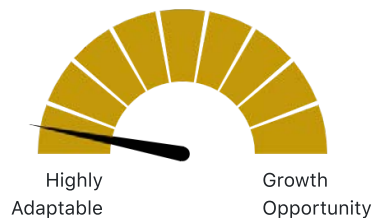


SAMPLE

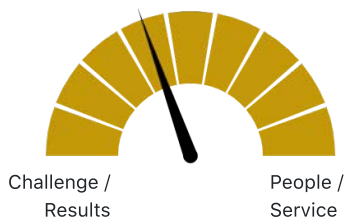
Resilience



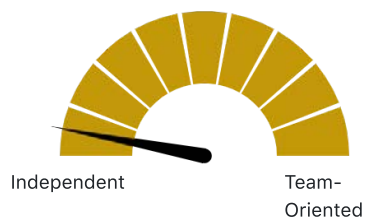
Adaptability



Motivational Mix



Collaboration



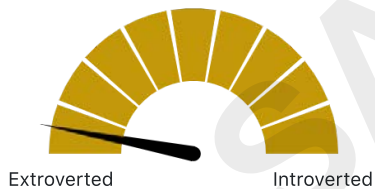
Sense of Urgency



Comfort with Conflict



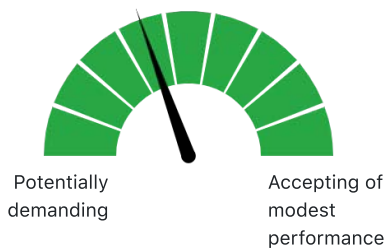
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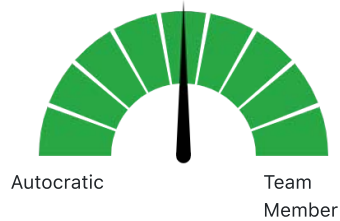
Learning Agility



Performance Management



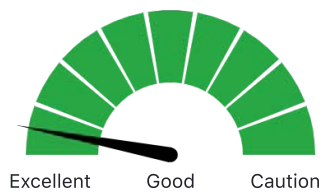
Leadership Style



Training & Development



Recruiting/Attraction



OVERALL PREVIEW



SAMPLE

 **Based on the Enterprising Potential (E.P.) Results**

This individual enjoys dynamic and fluid work environments and has a natural potential to organize daily activities and self manage them through to completion. Providing this individual with a degree of autonomy to take initiative would be the suggested management approach.

 **Based on the Achievement Potential (A.P.) Results**

This individual prefers external motivation and challenge, which must be set by the manager. The manager will likely need to keep frequent contact with this individual and will have to reinforce efforts towards achieving objectives. This individual might have some tendencies to lose focus in a remote work environment, so frequent contact should be maintained.

 **Based on the Independence Potential (I.P.) Results**

Individuals with this score are extremely independent and prefer to structure their own day and to work on tasks with minimal feedback and guidance. It is important to avoid micro-managing this individual and to establish a communication schedule that aligns with both parties' needs and preferences.

 **Based on the People Orientation (P.O.) Results**

Since this individual gets a lot of energy and enjoyment from contact with people, suggest virtual coffee / lunch meetings with other colleagues as a way of staying connected. Regular company meetings and town halls are other ways of keeping your highly extroverted employees engaged.

 **Based on the Analytical Orientation (A.O.) Results**

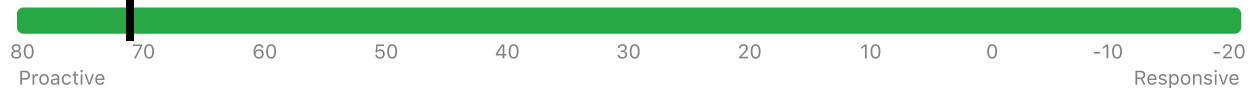
This individual is analytical and curious. Ensure that you are providing this individual with ample learning and growth opportunities and be very thorough in how you communicate tasks remotely.

Note:

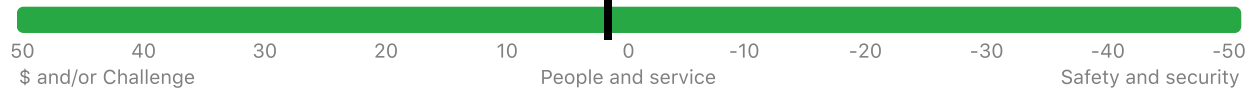
The number one competency for working remotely is self management. Click on the following link for an introduction to our Coaching & Mentoring programs:

[Coaching solutions that drive business results](#)

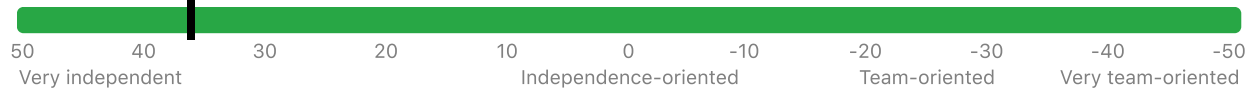
Enterprising Potential (EP)= 71



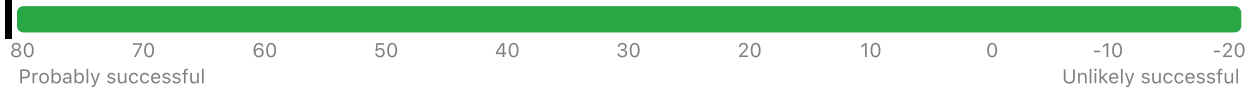
Achievement Potential (AP)= 2



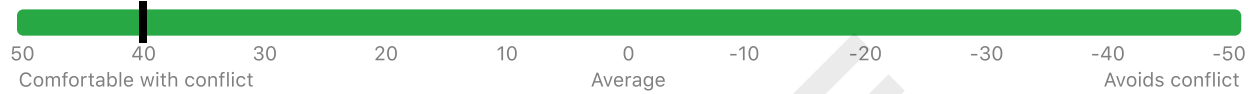
Independence Potential (IP)= 36



Predictor Score (PS)= 90

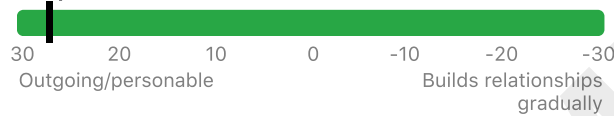


Comfort with Conflict (CWC)= 40

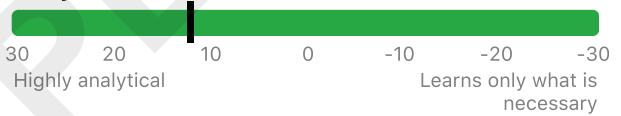


Communication Style

People Orientation (PO)= 27



Analytical Orientation (AO)= 12





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Candidate Feedback Report

ExpressPOP™

Name : Test Test

Email : reports@validity.group

Phone : 0396539551

Report ID : ETM6KI163Y6D

Test Date : 2021/05/19

Thank you for taking the time to complete the POP™.

The following information identifies several of your personal strengths that are important to your career planning. The objective of the POP™ is to match you to the "best fit" position that will capitalize on your strengths and maximize your chances for a successful, rewarding career.

John C. Marshall, Ph.D.

This is the **Candidate Feedback** report
cover page for the **Management** role

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Personal Strengths / Career Needs

In Terms of Enterprising vs. Support Role Possibilities

You can be described as extremely competitive, enterprising, assertive, aggressive, tough-minded, determined and goal-oriented. You may display new and creative ways to reach your personal and work objectives. You typically evaluate your work, and you can sometimes be critical of your own performance. Given a goal, objective or requirement, you can develop your own plan, manage your time and focus your effort on a daily basis to reach your goals. Being a self manager should come very naturally to you, and these skills should be refined through formal training and/or on-the-job experience.

In Terms of Your Style & Strength of Various Motivations

People see you as being motivated to a very great extent by your sincere concern for the well-being of others. In addition, they may see you as a person who has the potential to achieve some very meaningful objectives related to creating a good level of personal income. To achieve at the highest level that you are capable of, and to obtain both personal and financial satisfaction, you should set your career goals toward obtaining a position in an organization whose purpose has real human and/or social merit, and where you can occasionally take on challenging special tasks that are very demanding and that will reward you for their successful completion.

In Terms of Your Independence vs. Your Need to Be in the Team

You can be described as extremely strong-minded, stubborn, demanding, firm, independent and resolute. You seek responsibility and dislike constant supervision. Your result indicates that you are an individual interested in developing your own skills, and innovative in developing your own procedures or methods of approaching business, perhaps even to the extent of conflicting with existing company procedures. In a team situation, you would be most likely to move as quickly as possible into a team leadership role, if you decided to participate in the team at all.

In Terms of Your Orientation Toward the "People" Side of Business

You can be described as extremely sociable, entertaining, cheerful, genial and outgoing. In addition to being a fluent talker, you are comfortable with new people, value social interaction and make new friends easily. Generally, you would be a good company representative and have the ability to communicate with a wide variety of people in a number of different functions. Being extremely sociable could make you somewhat sensitive to rejection.

In Terms of Your Orientation Toward Technical & Practical Concerns

You can be described as quite logical, reflective, analytical, factual and practical. A job requiring the solving of intellectual or conceptual problems would stimulate someone like you. You have a flair for technically-oriented, detailed work. Taking on challenges to learn and use new information in a field that interests you would be rewarding in itself.

What To Seek / What To Avoid In Jobs

What Should You Look for In a Job/Career that Matches You Best?

- +** Look for opportunities to create your own work structure and to develop your self-management skills through training in time management and activity planning. The opportunity to put solid effort into the job each day is a real plus for you, as you know that effort invested consistently will produce the results you seek in both productivity and recognition.
- +** Your best prospects for both personal satisfaction and personal productivity can be found in career directions that focus on challenging jobs in which you can see a real value in terms of rendering a valuable and valued service to people.
- +** Look for employment that provides you with a lot of freedom to be creative in developing your own ways to do business. You should seek a supervisor that likes staff members who think for themselves and work independently.
- +** Look for employment that provides you with lots of "people" contact on a daily basis. A job with a great deal of person-to-person interaction and public relations opportunities would be ideal for you.
- +** A job with some learning and technical requirements would be quite satisfying. The opportunity to be creative and to put your new-found knowledge into action would also be appealing to you.

What To Seek / What To Avoid In Jobs

What Should You Avoid in Jobs/Careers that Don't Match You?

- Avoid tightly and rigidly structured work situations. If there is no room to put your personal touch to work in organizing and managing yourself, the job may become too constricting for you. Try to avoid jobs that may limit your self-management skills development. You have a strong need to be a self manager, and that affects your personal productivity and your sense of satisfaction with any job.
- Avoid jobs that you perceive as having little service orientation. If the company tends to reward everyone the same, regardless of their effort and results, your desire to be valued for your productivity is unlikely to be satisfied with them.
- Avoid work circumstances in which you would be expected to follow rigorous rules and be under close and continuing supervision for an extended period. However, you should be careful not to give people the impression that there is little anyone can teach you.
- You should avoid employment that isolates you from people. A job that lacks social interaction would not be adequately stimulating and rewarding to you.
- You should avoid jobs that are not intellectually challenging, creative and those that do not offer a chance for personal growth in a technical or practical sense.



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group.

ExpressPOP™

Name : Test Test

Email : reports@validity.group

Phone : 0396539551

Report ID : ETM6KI163Y6D

Test Date : 2021/05/19

This is the report cover page for
the **Leadership** role

SAMPLE

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Contents

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<input checked="" type="checkbox"/> Personality	4
<input checked="" type="checkbox"/> Management Preview	5
<input checked="" type="checkbox"/> Coaching Remotely Tips	6
<input checked="" type="checkbox"/> Summary of Scores	7
<input checked="" type="checkbox"/> Candidate Feedback	8

Position

Leadership



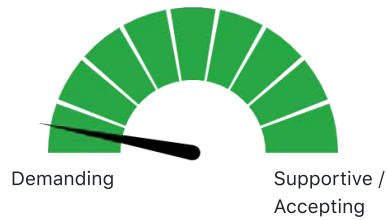
Create Report

Leadership Suitability

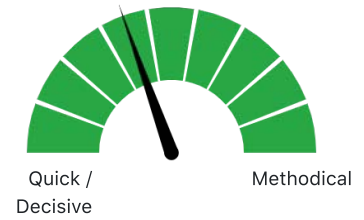
Results Orientation



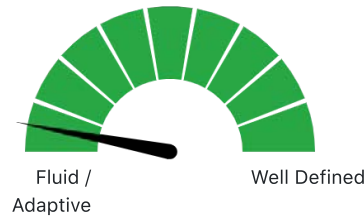
Coaching Orientation



Decision Making



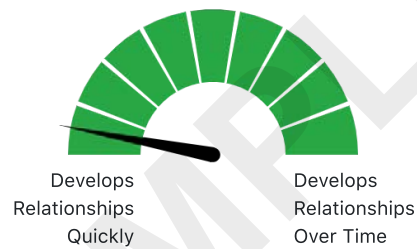
Environmental Preference



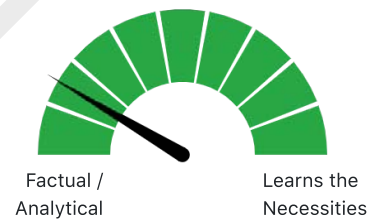
Self Management



People Orientation

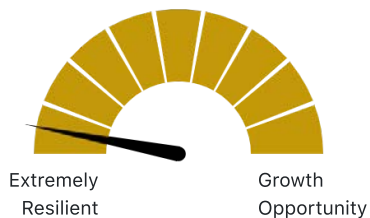


Analytical Orientation

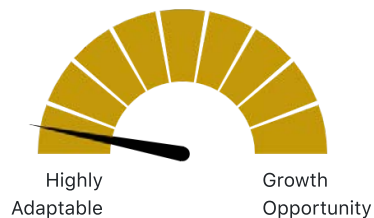


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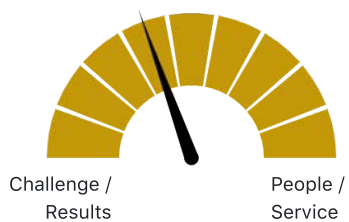
Resilience



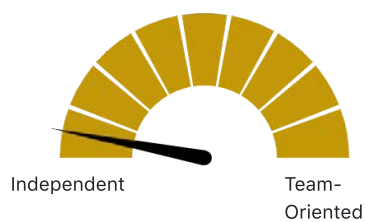
Adaptability



Motivational Mix



Collaboration



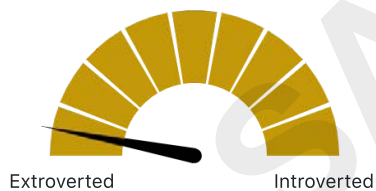
Sense of Urgency



Comfort with Conflict



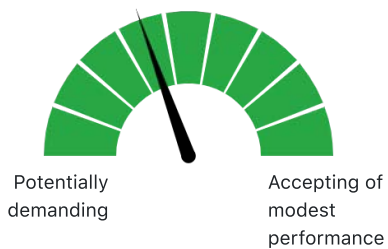
People Orientation



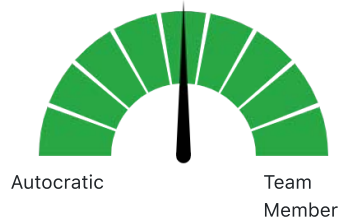
Learning Agility



Performance Management



Leadership Style



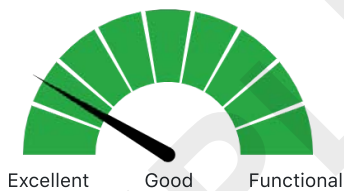
Training & Development



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OVERALL PREVIEW



SAMPLE

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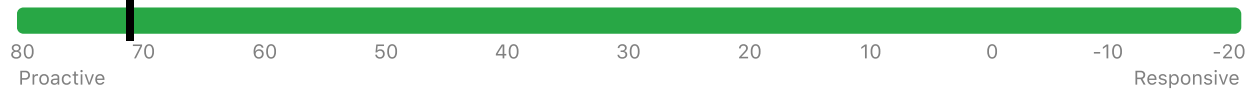
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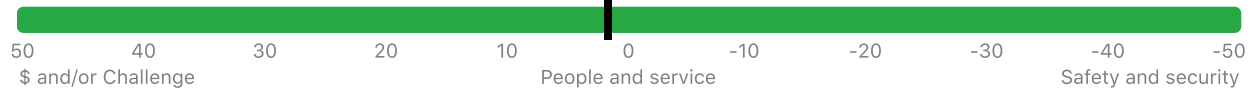
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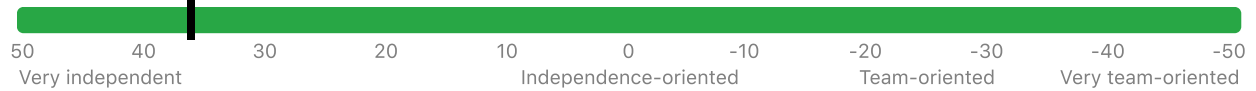
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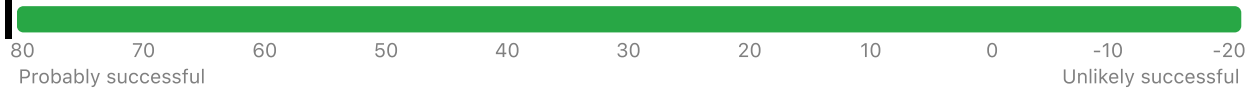
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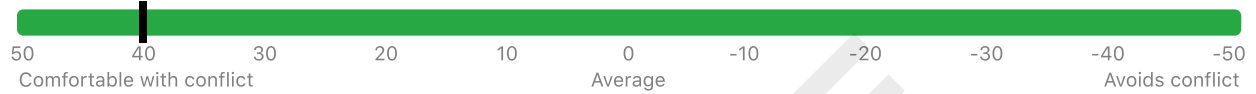
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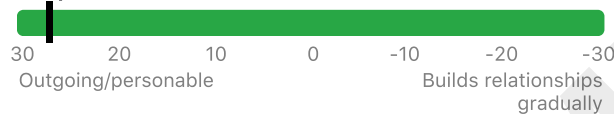


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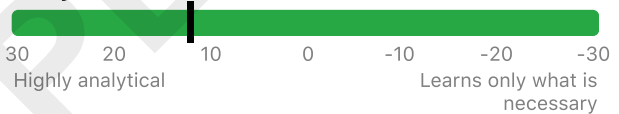


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Candidate Feedback Report

ExpressPOP™

Name : Test Test

Email : reports@validity.group

Phone : 0396539551

Report ID : ETM6KI163Y6D

Test Date : 2021/05/19

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Name : Test Test

Email : reports@validity.group

Phone : 0396539551

Report ID : ETM6KI163Y6D

Test Date : 2021/05/19

This is the report cover page for
the Professional role

SAMPLE

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<input checked="" type="checkbox"/> Candidate Feedback	8

Position

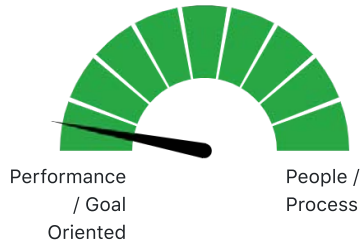
Professional



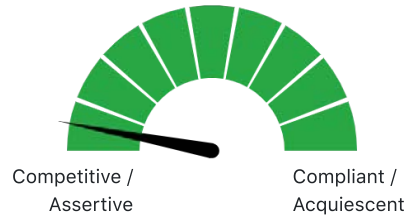
Create Report

Professional Suitability

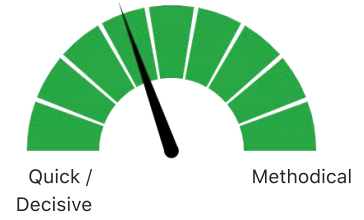
Results Orientation



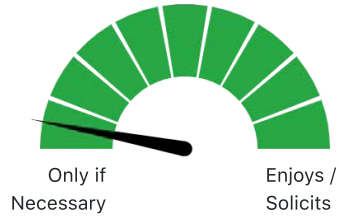
Professional Fit



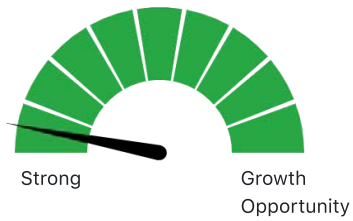
Decision Making



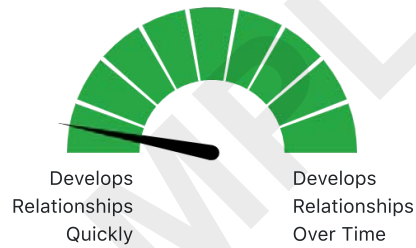
Feedback Style



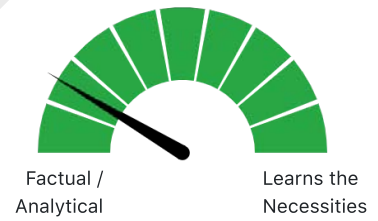
Self Management



People Orientation

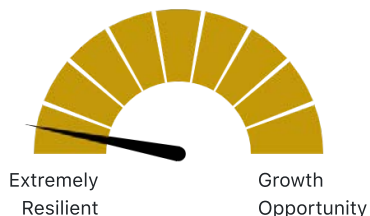


Analytical Orientation

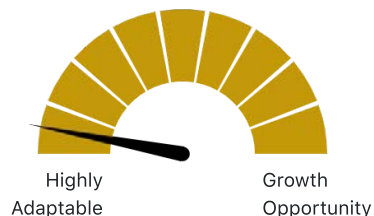


SAMPLE

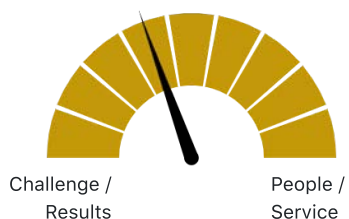
Resilience



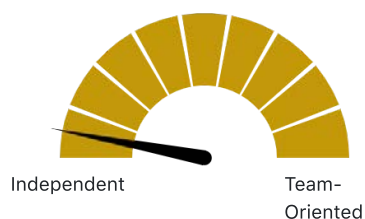
Adaptability



Motivational Mix



Collaboration



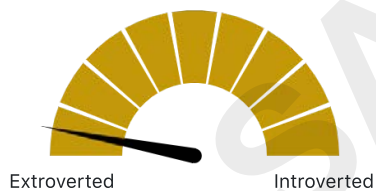
Sense of Urgency



Comfort with Conflict



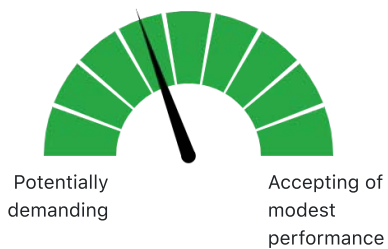
People Orientation



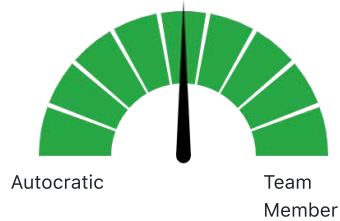
Learning Agility



Performance Management



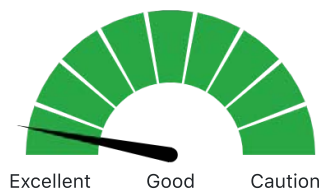
Leadership Style



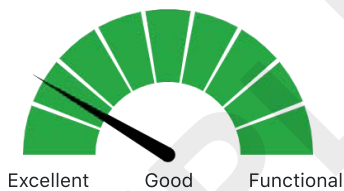
Training & Development



Recruiting/Attraction



OVERALL PREVIEW



SAMPLE

 **Based on the Enterprising Potential (E.P.) Results**

This individual enjoys dynamic and fluid work environments and has a natural potential to organize daily activities and self manage them through to completion. Providing this individual with a degree of autonomy to take initiative would be the suggested management approach.

 **Based on the Achievement Potential (A.P.) Results**

This individual prefers external motivation and challenge, which must be set by the manager. The manager will likely need to keep frequent contact with this individual and will have to reinforce efforts towards achieving objectives. This individual might have some tendencies to lose focus in a remote work environment, so frequent contact should be maintained.

 **Based on the Independence Potential (I.P.) Results**

Individuals with this score are extremely independent and prefer to structure their own day and to work on tasks with minimal feedback and guidance. It is important to avoid micro-managing this individual and to establish a communication schedule that aligns with both parties' needs and preferences.

 **Based on the People Orientation (P.O.) Results**

Since this individual gets a lot of energy and enjoyment from contact with people, suggest virtual coffee / lunch meetings with other colleagues as a way of staying connected. Regular company meetings and town halls are other ways of keeping your highly extroverted employees engaged.

 **Based on the Analytical Orientation (A.O.) Results**

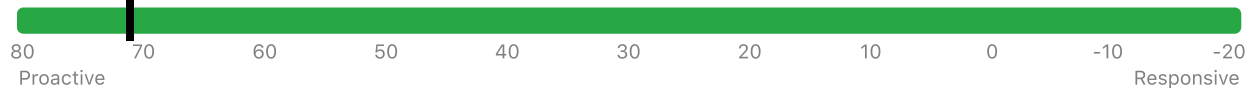
This individual is analytical and curious. Ensure that you are providing this individual with ample learning and growth opportunities and be very thorough in how you communicate tasks remotely.

Note:

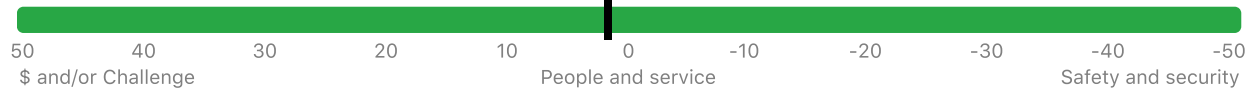
The number one competency for working remotely is self management. Click on the following link for an introduction to our Coaching & Mentoring programs:

[Coaching solutions that drive business results](#)

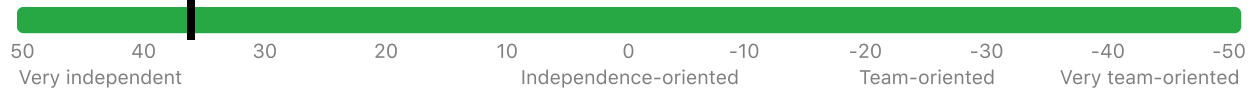
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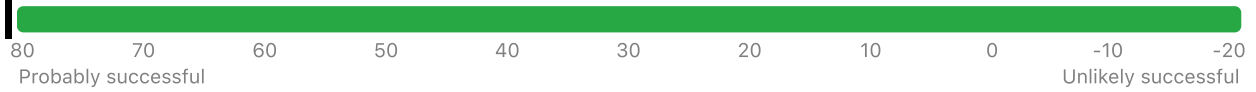
Achievement Potential (AP)= 2



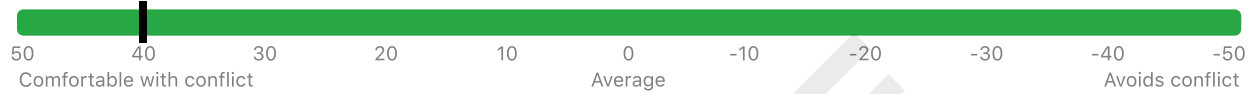
Independence Potential (IP)= 36



Predictor Score (PS)= 90

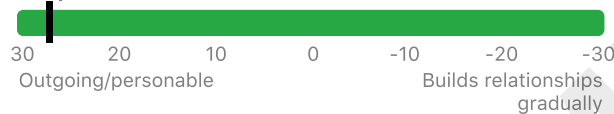


Comfort with Conflict (CWC)= 40

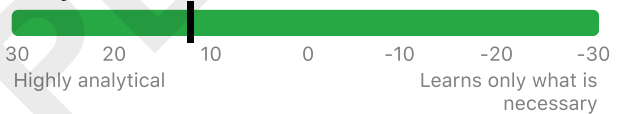


Communication Style

People Orientation (PO)= 27



Analytical Orientation (AO)= 12





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Candidate Feedback Report

ExpressPOP™

Name : Test Test

Email : reports@validity.group

Phone : 0396539551

Report ID : ETM6KI163Y6D

Test Date : 2021/05/19

Thank you for taking the time to complete the POP™.

The following information identifies several of your personal strengths that are important to your career planning. The objective of the POP™ is to match you to the "best fit" position that will capitalize on your strengths and maximize your chances for a successful, rewarding career.

John C. Marshall, Ph.D.

This is the **Candidate Feedback** report
cover page for the **Professional** role

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Personal Strengths / Career Needs

In Terms of Enterprising vs. Support Role Possibilities

You can be described as extremely competitive, enterprising, assertive, aggressive, tough-minded, determined and goal-oriented. You may display new and creative ways to reach your personal and work objectives. You typically evaluate your work, and you can sometimes be critical of your own performance. Given a goal, objective or requirement, you can develop your own plan, manage your time and focus your effort on a daily basis to reach your goals. Being a self manager should come very naturally to you, and these skills should be refined through formal training and/or on-the-job experience.

In Terms of Your Style & Strength of Various Motivations

People see you as being motivated to a very great extent by your sincere concern for the well-being of others. In addition, they may see you as a person who has the potential to achieve some very meaningful objectives related to creating a good level of personal income. To achieve at the highest level that you are capable of, and to obtain both personal and financial satisfaction, you should set your career goals toward obtaining a position in an organization whose purpose has real human and/or social merit, and where you can occasionally take on challenging special tasks that are very demanding and that will reward you for their successful completion.

In Terms of Your Independence vs. Your Need to Be in the Team

You can be described as extremely strong-minded, stubborn, demanding, firm, independent and resolute. You seek responsibility and dislike constant supervision. Your result indicates that you are an individual interested in developing your own skills, and innovative in developing your own procedures or methods of approaching business, perhaps even to the extent of conflicting with existing company procedures. In a team situation, you would be most likely to move as quickly as possible into a team leadership role, if you decided to participate in the team at all.

In Terms of Your Orientation Toward the "People" Side of Business

You can be described as extremely sociable, entertaining, cheerful, genial and outgoing. In addition to being a fluent talker, you are comfortable with new people, value social interaction and make new friends easily. Generally, you would be a good company representative and have the ability to communicate with a wide variety of people in a number of different functions. Being extremely sociable could make you somewhat sensitive to rejection.

In Terms of Your Orientation Toward Technical & Practical Concerns

You can be described as quite logical, reflective, analytical, factual and practical. A job requiring the solving of intellectual or conceptual problems would stimulate someone like you. You have a flair for technically-oriented, detailed work. Taking on challenges to learn and use new information in a field that interests you would be rewarding in itself.

What To Seek / What To Avoid In Jobs

What Should You Look for In a Job/Career that Matches You Best?

- +** Look for opportunities to create your own work structure and to develop your self-management skills through training in time management and activity planning. The opportunity to put solid effort into the job each day is a real plus for you, as you know that effort invested consistently will produce the results you seek in both productivity and recognition.
- +** Your best prospects for both personal satisfaction and personal productivity can be found in career directions that focus on challenging jobs in which you can see a real value in terms of rendering a valuable and valued service to people.
- +** Look for employment that provides you with a lot of freedom to be creative in developing your own ways to do business. You should seek a supervisor that likes staff members who think for themselves and work independently.
- +** Look for employment that provides you with lots of "people" contact on a daily basis. A job with a great deal of person-to-person interaction and public relations opportunities would be ideal for you.
- +** A job with some learning and technical requirements would be quite satisfying. The opportunity to be creative and to put your new-found knowledge into action would also be appealing to you.

What To Seek / What To Avoid In Jobs

What Should You Avoid in Jobs/Careers that Don't Match You?

- Avoid tightly and rigidly structured work situations. If there is no room to put your personal touch to work in organizing and managing yourself, the job may become too constricting for you. Try to avoid jobs that may limit your self-management skills development. You have a strong need to be a self manager, and that affects your personal productivity and your sense of satisfaction with any job.
- Avoid jobs that you perceive as having little service orientation. If the company tends to reward everyone the same, regardless of their effort and results, your desire to be valued for your productivity is unlikely to be satisfied with them.
- Avoid work circumstances in which you would be expected to follow rigorous rules and be under close and continuing supervision for an extended period. However, you should be careful not to give people the impression that there is little anyone can teach you.
- You should avoid employment that isolates you from people. A job that lacks social interaction would not be adequately stimulating and rewarding to you.
- You should avoid jobs that are not intellectually challenging, creative and those that do not offer a chance for personal growth in a technical or practical sense.



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group.

ExpressPOP™

Name : Test Test

Email : reports@validity.group

Phone : 0396539551

Report ID : ETM6K1163Y6D

Test Date : 2021/05/19

This is the report cover page for
the **Service** role

SAMPLE

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Contents

<input checked="" type="checkbox"/> Predictive Snapshot	3
<input checked="" type="checkbox"/> Personality	4
<input checked="" type="checkbox"/> Management Preview	5
<input checked="" type="checkbox"/> Coaching Remotely Tips	6
<input checked="" type="checkbox"/> Summary of Scores	7
<input checked="" type="checkbox"/> Candidate Feedback	8

Position

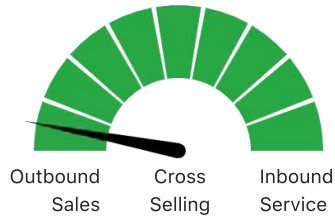
Service



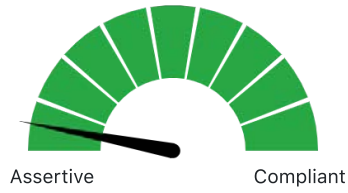
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Service Suitability

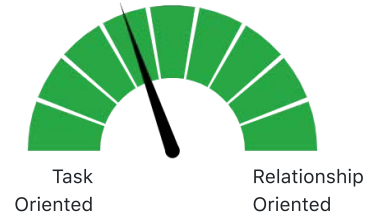
Sales / Service Fit



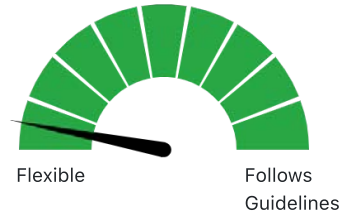
Service Orientation



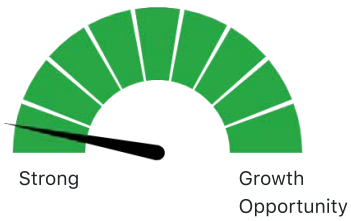
Approach to Clients



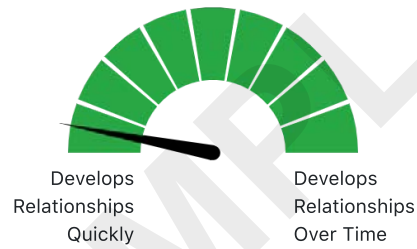
Adherence to Systems



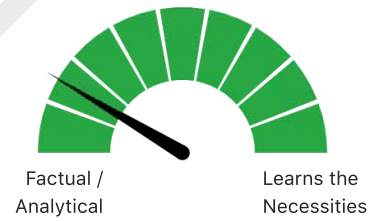
Self Management



People Orientation

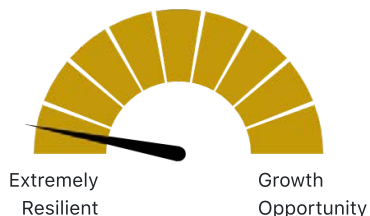


Analytical Orientation

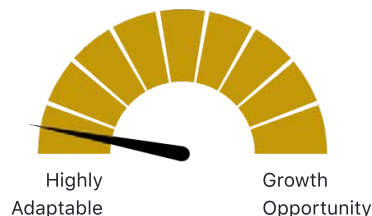


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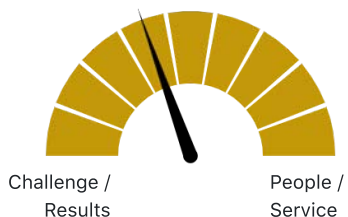
Resilience



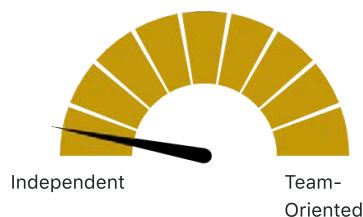
Adaptability



Motivational Mix



Collaboration



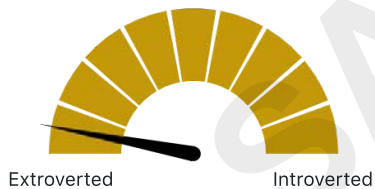
Sense of Urgency



Comfort with Conflict



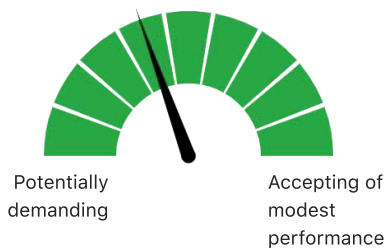
People Orientation



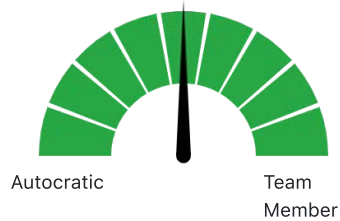
Learning Agility



Performance Management



Leadership Style



Training & Development



Recruiting/Attraction



OVERALL PREVIEW



SAMPLE

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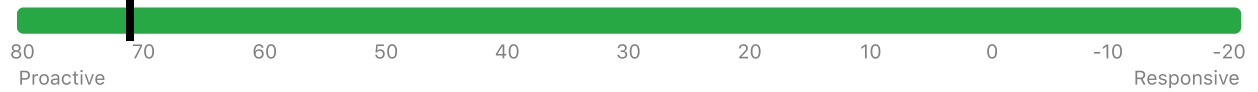
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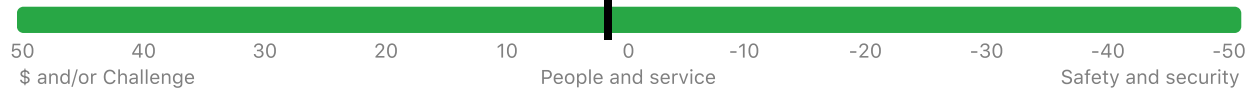
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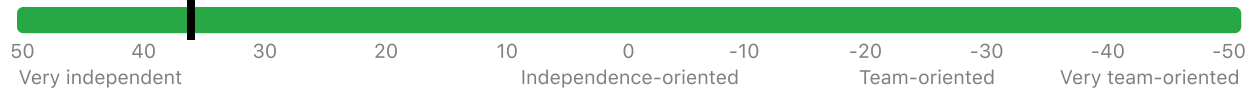
Enterprising Potential (EP)= 71



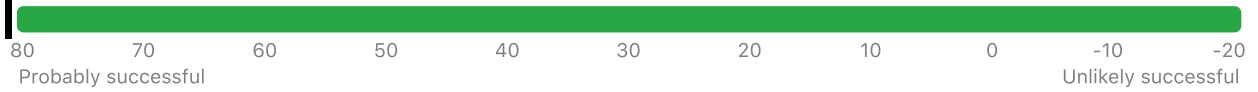
Achievement Potential (AP)= 2



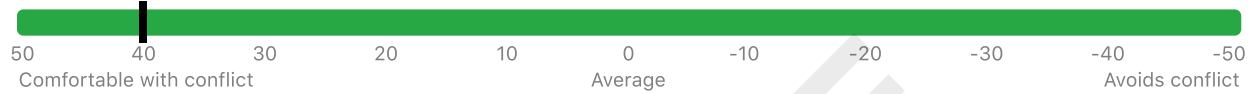
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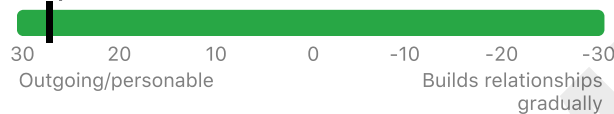


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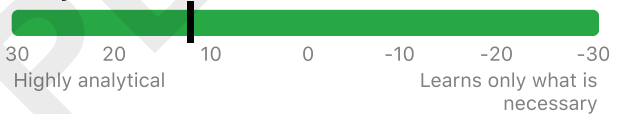


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Candidate Feedback Report

ExpressPOP™

Name : Test Test

Email : reports@validity.group

Phone : 0396539551

Report ID : ETM6KI163Y6D

Test Date : 2021/05/19

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