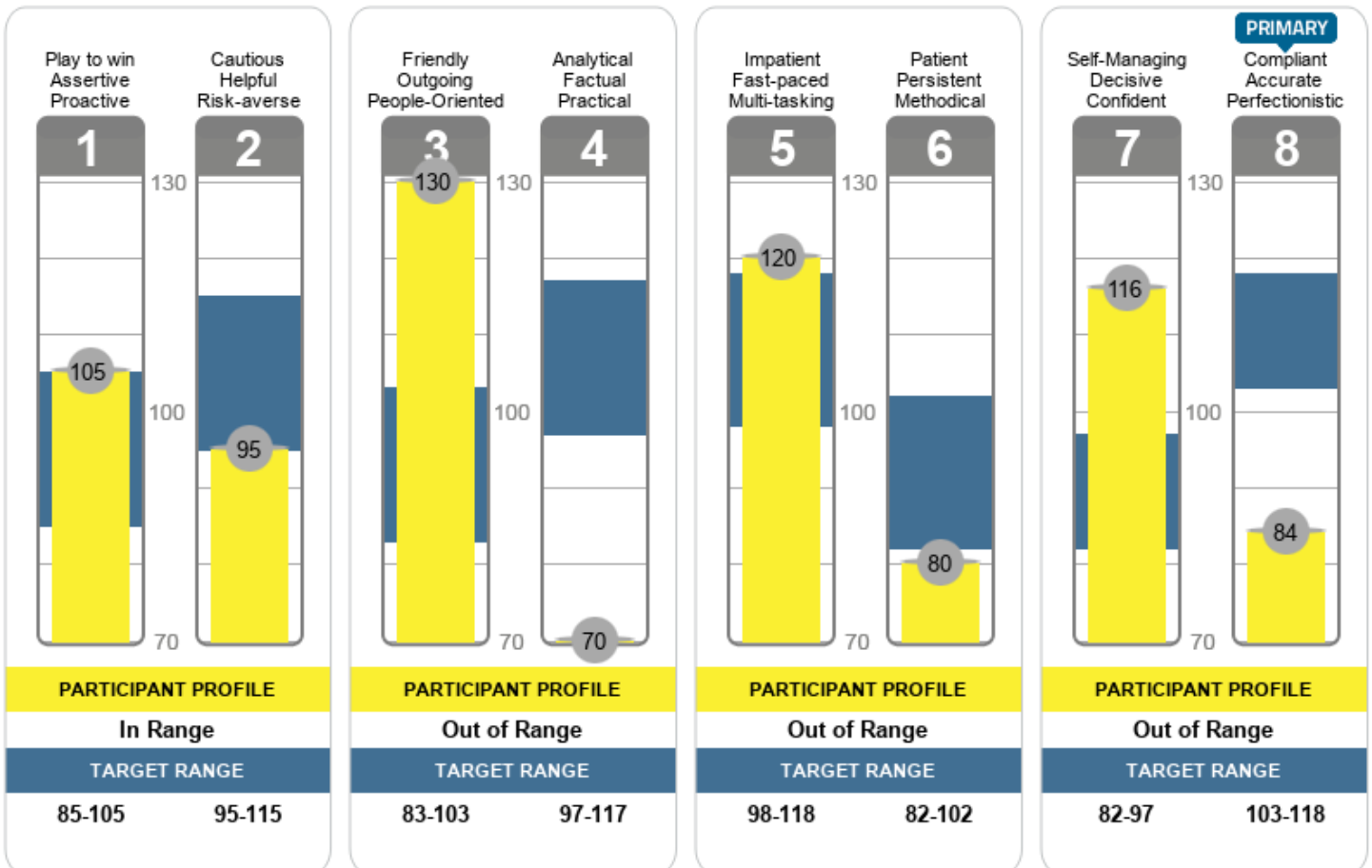


Client Name: **Omnia Report Samples**
 Client Number: **20-SAMPLES**
 Participant Name: **Chris Sample**
 Job Target: **Traffic Director**
 Target Number: 229348
 Profile Number: 1653934WB
 Report Date: March 20, 2023
 Dept./Div.:
Compatibility Rating: Low
 Primary Behavioral Col. 8

Rating Summary:
 This participant scored Low against your target profile. A Low rating occurs when behavioral and/or performance measurements do not fall within your target range. A low also occurs when the primary behavioral column drops below the target range even if all other measurements are in range. Significant management concerns may exist; for more information see the "Comparison to Target" section.



Client Name: Omnia Report Samples

Client Number: 20-SAMPLES

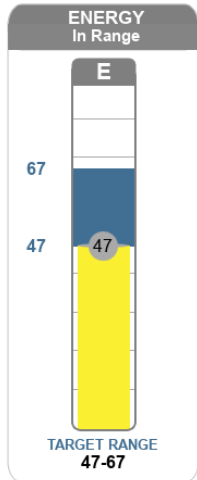
Participant Name: Chris Sample

Job Target: Traffic Director

Profile Number: 1653934WB

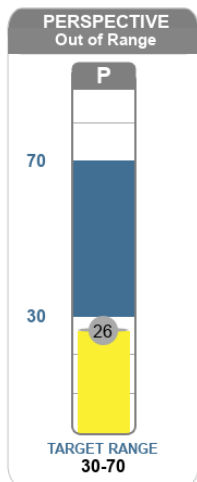
Target Number: 229348

COMPARISON TO TARGET



The candidate selected an average number of words on the assessment.

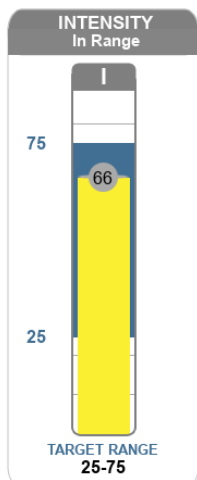
An in-range Energy score suggests an ability to efficiently process information and adequate stamina for a typical workweek.



A below-range Perspective score can reflect stress or the candidate's discomfort with assessment responses.

Under pressure, you may see some of the negative aspects associated with a person's dominant traits.

It is possible this individual's daily actions may not be consistent with those described here. Verify the ability to deal effectively and professionally under pressure. Confirm appropriateness and dependability of behavior.



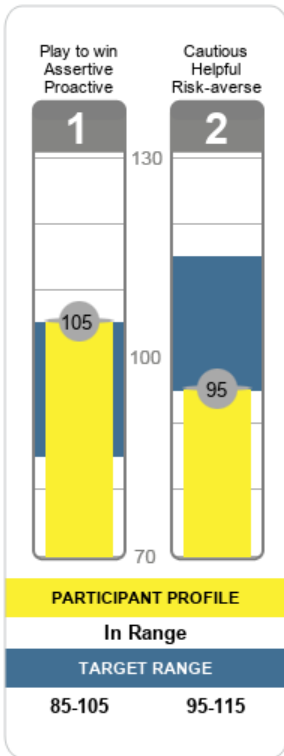
Intensity measures the strength of an individual's personality traits.

An in-range score indicates the candidate has clearly defined personality traits and good focus. It should be possible to identify workplace needs and effective motivational strategies.

Client Name: Omnia Report Samples
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Client Number: 20-SAMPLES
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 Target Number: 229348

COMPARISON TO TARGET

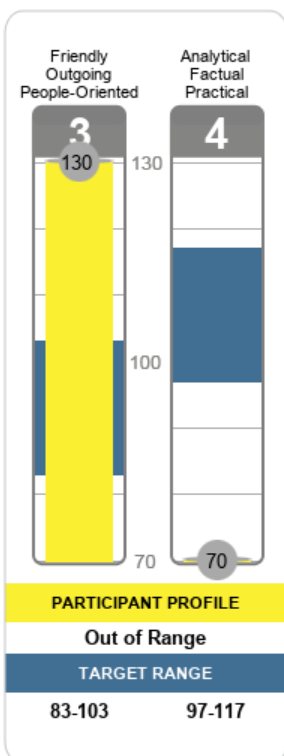


This candidate falls within the target range for level of assertiveness. **Target Range:** Column 2 is taller than, equal to, or slightly shorter than column 1.

A tall column 2 describes a cautious, naturally helpful candidate who enjoys supporting others and working in the background toward shared station objectives. Individuals with a tall column 2 are more comfortable contributing to group goals than taking charge of situations. They are likely to be supportive of station managers, sales reps, and other team members, careful in their approach to work, and willing to collaborate. This candidate has modest personal goals and is willing to set them aside to help the team succeed.

Column 1 represents assertiveness. There should be comfort showing initiative in the execution of day-to-day scheduling, logging and support activities as well as a desire to overcome adversity. People with a taller column 1 than 2 can assertively coordinate traffic activities as well as proactively solve problems. They might be more comfortable handling contentious issues, like oversold air time, than someone with a taller column 2.

Candidates with balanced columns 1 and 2 are supportive and agreeable when working with others but can also show initiative to execute traffic activities.



This individual is more social but less analytical and less task focused than the target traffic candidate.

Strengths: People oriented, upbeat, persuasive; shows the ability to interact with people in a positive manner, collaborates openly and enthusiastically with others. Comfort with social responsibilities such as taking calls, participating in meetings and coordinating with others both inside and outside the station.

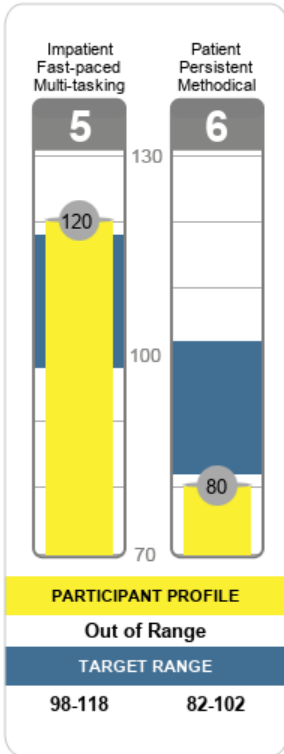
Challenges: May not focus well on tasks requiring quiet concentration and solitary effort (creating logs, schedules, metric reports). Look for distraction/talking instead of analyzing data, possibly decreasing both accuracy and productivity.

Action Plan: Discuss limiting social interaction in the office in order to focus on work first. However, provide a productive outlet for social needs (e.g., participation in meetings and on special committees). Motivate with warm praise and public recognition. Touch base face to face on a regular basis; email can feel impersonal.

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COMPARISON TO TARGET

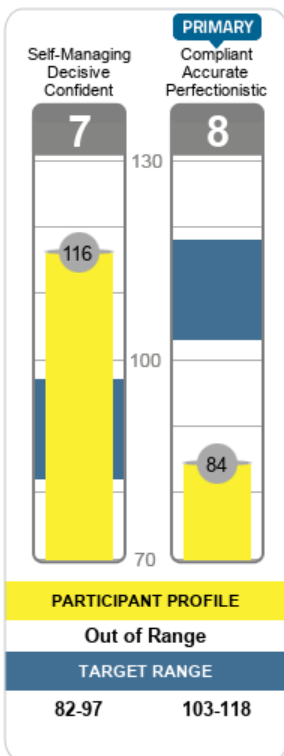


This individual is more urgently paced and variety seeking but less tolerant of routine than the target traffic candidate.

Strengths: Fast paced, multitasking, adaptable, strong sense of urgency for the rapid pace of a traffic position. Responds quickly to time-sensitive needs, juggles priorities to manage multiple deadlines, takes interruptions in stride, capably fields requests from station staff.

Challenges: Following a regular routine, focusing on repetitive tasks, finishing time-consuming projects, staying organized. Could have difficulty following through with projects that cannot be completed quickly; might tend to rush when handling repetitive duties. May struggle to spend extensive time sitting at a desk. Could be impatient and prone to overextension.

Action Plan: Facilitate short-term goal setting. Break up tedious or time-consuming assignments, such as lengthy data entry projects, into smaller, more manageable portions. Allow for cross-training to introduce more variety.



This individual is more independent but less detail oriented and structured than the target traffic candidate.

Strengths: Decisive, resilient, autonomous, deals well with ambiguity. Not easily hurt by criticism. Willing to figure things out when working alone or without attentive management; does not need significant validation or clarification.

Challenges: Low attention to detail. Candidate may not be meticulous and precise when creating/loading broadcast logs, scheduling spots, generating metric reports and other detail-intensive tasks. Might not closely follow established guidelines. May feel stifled by strict policies and procedures. May want to innovate more than is ideal in this support role. A tall column 8 (strong attention to detail) is typically the critical trait for traffic positions.

Action Plan: Agree up front on critical expectations. Audit files and paperwork regularly to emphasize the importance of precision. Provide increased autonomy in return for demonstrated compliance with critical policies and standards as well as accurate, polished work.

Client Name: Omnia Report Samples

Client Number 20-SAMPLES

Participant Name: Chris Sample

Job Target: Traffic Director

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PARTICIPANT'S KEY TRAITS

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

Proactive and assertive. For the most part, this candidate is likely to prefer individual goals rather than team goals but can function comfortably on a team or group project. Self-starter who can accept reasonable risk, adversity, and confrontation when pursuing objectives. Inclined to look for new challenges or opportunities, though expectations should not be unrealistic. Advancement-oriented.

Extremely sociable, optimistic, and upbeat. As a natural speaker, motivator, promoter, or networker, this candidate may not be a natural listener. Will generally rely more on emotion than on detailed or technical information to persuade. Has a strong need to work with people; may find it difficult to focus on data-intensive/analytical tasks that require a solitary effort. Concern for maintaining a favorable image is likely to be very strong; at times may have to make an extra effort to prevent enthusiasm from becoming exaggeration. Likely to rely heavily on instincts when evaluating situations or devising strategies. More subjective than objective. Motivated by public recognition, titles, status symbol perks.

Urgently paced and impatient. Should be comfortable with tight deadlines, but could feel intense, self-imposed pressure to get things done rapidly. Potential for overextension is high. Candidate might have to make a significant effort to create realistic timetables and thoroughly complete projects without leaving anything out. Candidate is adaptable to new situations, priorities, and work methods. A natural multi-tasker who needs frequent change and is easily frustrated by routine, repetitive functions.

Independent decision-maker who likes doing things their own way. Not necessarily a rule-bender but does not want to feel controlled. This candidate prefers general guidelines versus strict procedures and is good at envisioning new ways for reaching goals. Candidate has a low need for close management guidance unless there is a significant lack of experience or knowledge. Deals well with criticism. More concerned with results than processes; not naturally attentive to details. May have to make an effort to maintain quality and motivation when handling tasks such as reporting and documentation.



Client Name: Omnia Report Samples

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DEVELOPMENT INSIGHT

The following sections provide an overview of the behavioral characteristics and preferences when a participant falls within the Target Ranges.

COMMUNICATION STYLE

If your candidate has a tall:

Column 1: Assertive, proactive communicator.

Column 2: Cautious, low-key communicator.

Column 3: Personable, gregarious, upbeat. Tall column 3 candidates would proactively make connections with station colleagues. These are strong relationship builders who enjoy interacting with people.

Column 4: Straightforward, professional, serious, and direct. Expresses ideas and information in a concise manner and does not have a strong need to socialize. Professionally courteous but reserved. Better listeners than talkers, they should respond to questions in a helpful yet direct manner and clearly relay information regarding projects and assignments.

Column 5: Speaks quickly. Can jump around, especially with a tall column 3.

Column 6: Speaks deliberately, doesn't rush.

Column 7: Speaks confidently but could gloss over/miss necessary details.

Column 8: Speaks specifically, very thorough, uses details.



Client Name: Omnia Report Samples
Participant Name: Chris Sample
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Client Number: 20-SAMPLES
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Target Number: 229348

DEVELOPMENT INSIGHT

STRENGTHS

If your candidate has a tall:

Column 1: Take-charge, self-starting, proactive.

Column 2: Helpful, content in a crucial support role, comfortable taking direction and supporting station objectives.

Column 3: Upbeat, engaging, persuasive. Develops easy rapport when speaking with listeners/viewers and other business contacts.

Column 4: Analytical, logical, concise, objective problem solver. Focuses well on paperwork and other data-intensive tasks.

Column 5: Fast paced, strong sense of urgency. Can juggle competing demands and comfortably adjust to urgent priorities. Responsive expediter.

Column 6: Patient, methodical, tolerant of routine/repetitive tasks. Can focus on time-consuming or monotonous logging/scheduling work, does not easily tire of doing the same types of assignments every day.

Column 7: Independent, decisive, resilient. Looks at the big picture.

Column 8: Structured, compliant. Highly attentive to detail, strives for exactness, follows rules, works well in structured environments where there are specific policies and procedures to follow.

Client Name: Omnia Report Samples

Client Number: 20-SAMPLES

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DEVELOPMENT INSIGHT

CHALLENGES

If your candidate has a tall:

Column 1: Assertive communication style, expressing opinions or disagreements. Could want rapid advancement, may compete with colleagues instead of collaborating.

Column 2: May feel uneasy proactively coordinating activities, dealing with unprecedented matters or handling conflict.

Column 3: Could feel isolated attending to solitary duties related to traffic administration. May be easily distracted from solitary tasks. Might talk more than listen.

Column 4: Could seem highly reserved or serious. May struggle to build rapport with colleagues.

Column 5: Might rush through important projects. Could find long or routine tasks too tedious. May become disorganized or lose track of small details. Prone to overextension.

Column 6: May have difficulty changing gears, accommodating sudden increases in the workflow, improvising and multitasking.

Column 7: Might improvise instead of following procedures. Not highly attentive to detail. Could make mistakes when dealing with documentation and other support tasks.

Column 8: Could be uncomfortable making important decisions in unfamiliar situations, might be defensive of/sensitive to criticism.

PACE

If your candidate has:

A tall column 5: Urgently paced and multitasking, appreciates task variety and change.

A tall column 6: Unhurried and methodical with good tolerance for routine, appreciates stability and predictability.

Balanced columns 5 and 6: An even pace, equal focus on process and production. Comfortable with light multitasking and can work quickly to meet a deadline but still likes to have some advance notice.



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DEVELOPMENT INSIGHT

ATTENTION TO DETAIL

If your candidate has:

A tall column 7: Potentially weak attention to detail; not generally recommended for traffic/support positions.

A tall column 8: Good to excellent; the taller the column 8, the stronger the attention to detail. The ideal candidate strives to be precise, double-checks work, ensures record retention is accurate and thoroughly reviews/completes logs, schedules and reports. Keeps details organized when coordinating traffic. Careful to check facts and eliminate errors.

Balanced columns 7 and 8: Fair attention to detail, does not lose sight of critical details but also keeps the big picture in perspective. However, traffic roles typically require a much stronger need for exactness.

MOTIVATIONAL STRATEGIES

If your candidate has a tall:

Column 1: Chances to assume new responsibilities, growth opportunities, personal incentives for success.

Column 2: Job security, a supportive/conflict-free work environment, low-risk goals.

Column 3: Public recognition and praise for successes, chances to interact with people and build relationships on the job.

Column 4: Learning opportunities, intellectually challenging assignments, and job-specific feedback.

Column 5: Versatility, flexibility, task variety.

Column 6: Routine, time to adapt to changes.

Column 7: Autonomy, decision-making authority, a focus on end results versus details/processes.

Column 8: Specific instructions and processes to follow, a structured environment. An available manager or peer mentor, especially since traffic is often a learn-as-you-go position.

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DEVELOPMENT INSIGHT

DEMOTIVATORS

If your candidate has a tall:

Column 1: No challenges or chances to move up, shared recognition of achievements, working anonymously behind the scenes.

Column 2: Confrontational situations, being responsible for risky decisions.

Column 3: Feeling individual accomplishments are not recognized, a poor social environment.

Column 4: Generic, vague feedback. Lack of intellectual challenge, feeling employees are subjectively evaluated.

Column 5: Routine, repetitive or mundane assignments.

Column 6: Being rushed or pushed to meet demanding timetables, a hectic work environment, interruptions.

Column 7: Tight restrictions and limited opportunity to self-direct and make independent decisions.

Column 8: Ambiguity, unclear expectations, nonspecific feedback and direction. Criticism.

ACTION PLAN

If your candidate has a tall:

Column 1: Offer new challenges once core responsibilities are mastered, and provide incentives for individual contributions. Coach on teamwork and consensus building.

Column 2: Offer support for resolving conflict. Coach on assertiveness and communicating with confidence.

Column 3: Provide recognition and social outlets, such as participating in interactive group activities. Coach on active listening and task concentration.

Column 4: Be discreet, direct and specific with feedback; focus on concrete goals. Coach on people and conversation skills.

Column 5: Coach on managing time to avoid overextension.

Column 6: Give advance notice of change and deadlines. Coach on dealing with the unexpected.

Column 7: Involve this person in setting goals and in making decisions that directly impact the job. Coach on attention to detail and communicating with specifics.

Column 8: Make expectations clear and specific; keep lines of communication open. Coach on challenging assumptions and dealing with ambiguity.



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Participant Name: Chris Sample

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SUPPLEMENTAL QUESTIONS

The following behaviorally-based questions are a supplemental tool we provide to help you better evaluate the participant. They are not a substitute for your standard set of interview or professional development questions, but can provide additional, helpful information or prompt conversation.

1. Describe the best job you ever had.

2. Give me an example of when you had to be tolerant on the job.

3. How important has consistent attendance been to your previous success?

4. Provide examples of ways you have planned ahead and organized your time in previous positions.

5. Talk about a critical error you made at work and how you corrected it.

6. What sort of things distract you? What steps do you take to stay focused?
