

# Vince Sample's Work Styles Report

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The Illustrait Work Styles assessment provides insights on individuals in terms of traits, role types, and key areas relevant to most jobs. It has been designed so that it can be shared with the test-taker if appropriate.

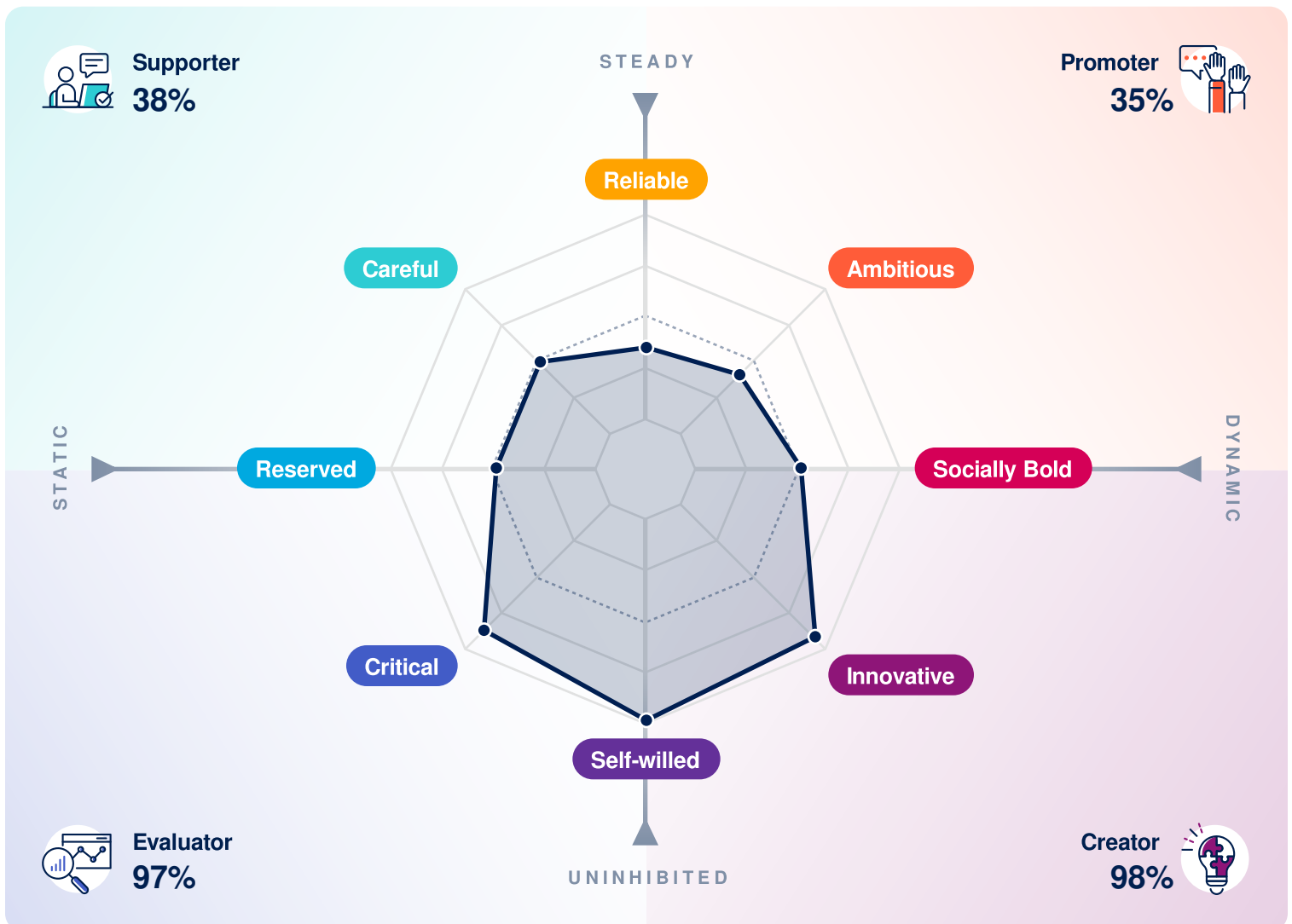
## Exploring the Expression of Workplace Roles

This section outlines the extent to which Vince adopts each workplace role by describing how they tend to express themselves at work.

### Vince's results

Vince's scores on each of the four roles and eight traits are displayed in the graph below.

Each role is represented by a percentage figure at the four corners. The higher the percentage for each role, the stronger the individual's alignment with that role. Each of the traits is depicted by a point on the spider graph which reflects the individual's position on the trait.





## Work Areas

This section provides information about Vince's likely behaviors within the workplace based on their personality traits. Specifically, this section describes and relates Vince's behavioral tendencies to their work style, likely motivators, approach to working with others, and thinking styles.



### Approach to Work

This section describes Vince's approach to work.

- They may be somewhat inclined to complete the tasks they agree to.
- Vince is likely to be comfortable questioning whether rules or instructions are the best way to do a task.
- They should be moderately comfortable working on tasks where they have to interact with new people.
- They are likely to approach their tasks with a moderate degree of caution.



### Working with Others

Most people are required to work effectively with other people (to some extent) when they are at work. This section will detail Vince's likely behaviors or preferences when working with others.

- Vince is likely to be moderately comfortable interacting with people they do not know well.
- They are quite comfortable engaging in tasks in which they need to be critical of others' work.
- They may generally be relied upon to contribute toward the team's work by completing the tasks they agreed to do.
- Vince may be moderately comfortable drawing attention to themselves, even if they are working as part of a team.







## Background (continued)

### Roles

The two main dimensions form four quadrants that can be defined according to four roles people can adopt in the workplace: Promoter, Creator, Evaluator, and Supporter. The results are presented as a percentage, with higher percentages reflecting a stronger tendency to engage in that role when they are at work.

The four workplace roles are:



#### Supporter

Supporter is in the top left quadrant, comprised of the traits Careful, Reserved, and Reliable.



#### Promoter

Promoter is in the top right quadrant of the model, and is comprised of the traits Ambitious, Reliable, and Socially bold.



#### Evaluator

Evaluator is in the bottom left quadrant, and is comprised of the traits Critical, Self-willed, and Reserved.



#### Creator

Creator is in the bottom right quadrant, and is comprised of the traits Innovative, Self-willed, and Socially bold.

### Traits

It is not only the four major axis points which are important, but also the space between the major axis points (i.e., between North and East is North-East). If we consider these minor axis points as well, there are eight axis points in total. The Illustrait Work Styles assessment contains eight traits measuring each of these eight axis points in what can be considered a circumplex model.

An individual's responses are presented according to the extent to which they scored very low or very high on the trait in comparison to other people. Descriptions of the eight personality traits are presented in the following table.

#### Reliable

The extent to which people follow through on their commitments and are dependable.

#### Ambitious

The extent to which people are driven, ambitious, and have a high desire to succeed.

#### Socially Bold

The extent to which people are outgoing and talkative, particularly with people they do not know well.

#### Innovative

The extent to which people are innovative and engage in creative ways of working.

#### Self-willed

The extent to which people are comfortable going against procedures or bending the rules to produce quality work, innovate, or create efficiencies.

#### Critical

The extent to which people are comfortable with critical evaluation and identifying problems.

#### Reserved

The extent to which people are reserved and willing to be in the background, rather than the spotlight.

#### Careful

The extent to which people are cautious and considered in their actions.

