Vince Sample's Work Styles Report

Test Date: June 5, 2023
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Criteria

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.
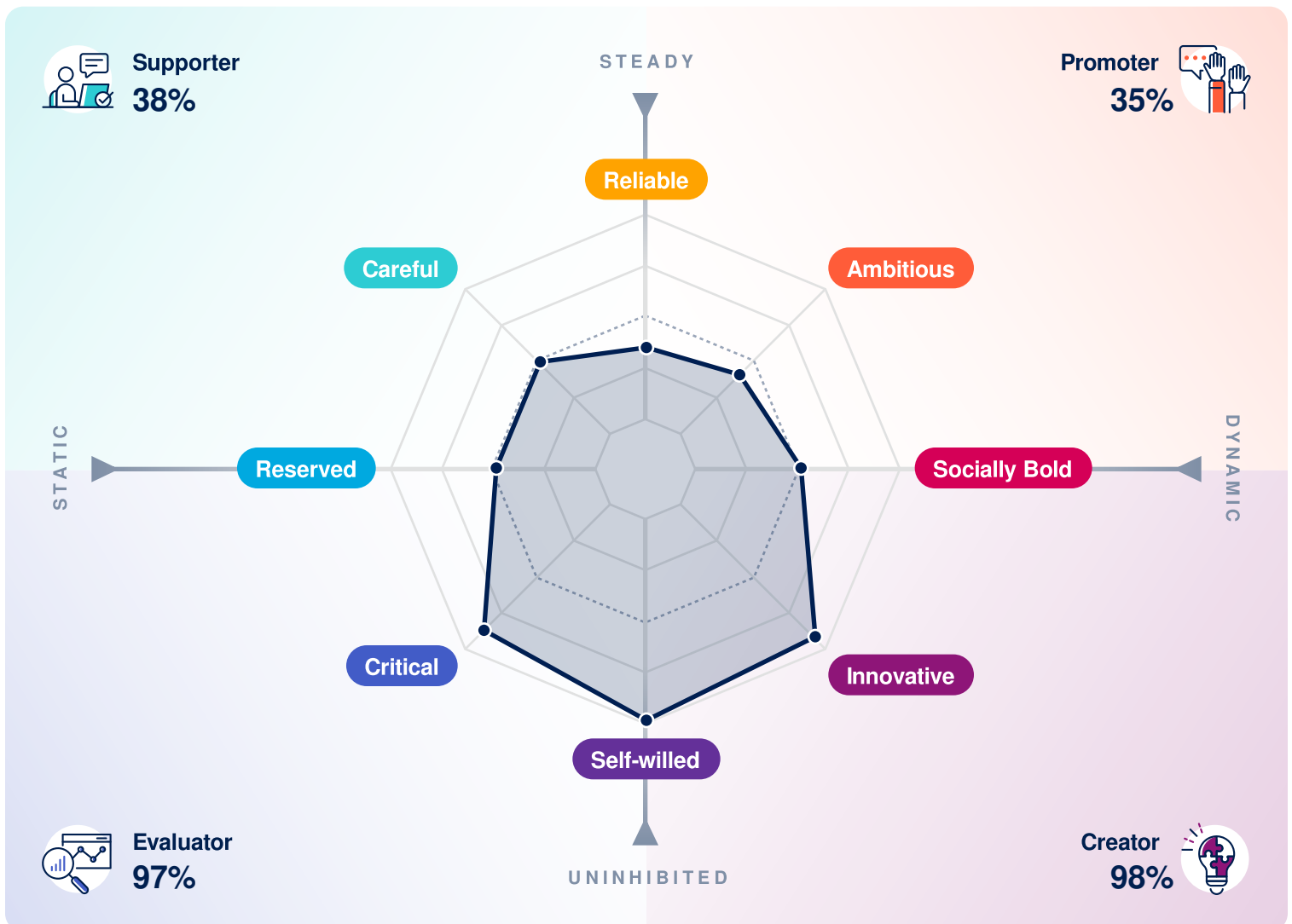
Exploring the Expression of Workplace Roles

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.

Supporter
38%

Promoter
35%

STEADY

Reliable

Careful

Ambitious

STATIC

Reserved

Socially Bold

DYNAMIC

Critical

Innovative

Self-willed

Evaluator
97%

Creator
98%

UNINHIBITED

Supporter   38%

People who adopt the Supporter role can be depended upon to carefully complete their tasks.

Overall, Vince has a moderate tendency for adopting the role of Supporter. Vince is unlikely to be too concerned if they need to let others be the center of attention. They are likely to approach tasks in a moderately careful manner and may consider possible risks before doing something. Vince is likely to generally work towards their commitments or deadlines to support others.

Taken together, in terms of the Supporter role, Vince is moderately likely to support others to be the center of attention, is likely to adopt a moderately careful approach at work, and may generally be reliable.

Promoter   35%

People who adopt the Promoter role strive to achieve their ambitious goals.

Overall, Vince has a moderate tendency for adopting the role of promoter. Vince may be somewhat dependable and tends to persevere to finish difficult tasks. They are moderately driven to have high goals but may focus on those that align more strongly with their career aspirations. Vince is fairly confident meeting and building relationships with people whom they do not know well.

Taken together, in terms of the Promoter role, Vince should be moderately dedicated and committed, should be moderately driven, and be moderately socially confident.

Evaluator   97%

People who adopt the Evaluator role will assist in evaluating plans and ideas to identify strengths and weaknesses.

Overall, Vince has a very strong tendency for adopting the role of Evaluator. Vince is likely to be very comfortable questioning whether existing procedures are necessary for work quality or efficiency. They are comfortable critically reviewing work and ideas to find potential mistakes or weaknesses. Vince is reasonably comfortable being in the background, so should be moderately comfortable evaluating others' work without needing to be in the spotlight.

Taken together, in terms of the Evaluator role, Vince is very comfortable questioning procedures if necessary, is comfortable adopting a critical approach, and is likely to be moderately comfortable evaluating others' work from the background.

Creator   98%

People who adopt the Creator role engage in out-of-the-box thinking to generate innovative ideas.

Overall, Vince has a very strong tendency for adopting the role of Creator. Vince is moderately comfortable developing relationships with other people which may help to foster support for their ideas. They are likely to be very comfortable developing novel and creative ideas. Vince is likely to be comfortable stepping outside of existing processes if needed to enhance innovation.

Taken together, in terms of the Creator role, Vince is likely to be moderately socially confident when sharing their ideas, is likely to be creative, and is likely to be willing to disrupt the way things are done.

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.

Work Areas (continued)

Thinking Style

This section outlines Vince's likely thinking style within the working environment.

- They are likely to adopt an innovative thinking style to their work and be comfortable developing new ideas.
- Moderately careful, Vince may think through and consider things if it appears important for them to do so.
- They are likely to spend time thinking about the potential limitations or problems in plans or ideas.
- Vince may be willing to think about alternative procedures, given they may not always see it as necessary to strictly follow the procedures a business has.
- Vince is likely to develop new or creative ideas with a focus on how things could go wrong or identifying the potential weaknesses.
- Their strong comfort with going against existing processes should help their innovative ideas be unconstrained by current ways of doing things.

Motivation

This section describes the extent to which Vince is likely to be motivated in some common work areas.

- Moderately ambitious, they may be fairly motivated by chances to work towards and achieve their work goals.
- Work tasks that provide Vince with chances to develop their creative ideas are likely to be quite motivating.
- They may find chances to be the center of attention moderately motivating.

Onboarding Considerations

The following points outline practical suggestions you may wish to consider during the onboarding process for Vince.

- Vince may not always be concerned with having high goals so try establishing targets collaboratively and find opportunities where they may be able to step outside their comfort zone a little.

- They are likely to benefit from dedicated time to build relationships with their team members, so consider scheduling time during onboarding for socially-oriented meetings.

- When discussing their work, try showing them how their team contributes towards creative or innovative tasks and the ways in which Vince may form part of that role.

- Emphasizing how rules and procedures may help Vince to do good quality work should help them to be more comfortable and encourage them to see work processes as beneficial for their role.

- Vince's moderate preference with being the center of attention means that they are likely to be somewhat comfortable with being in the spotlight but may become uncomfortable if they are singled out for too long.

- To start with, where possible, try and let them take action in their own time, ensuring they have enough opportunities to consider new information with some degree of caution.

Background

This report presents a description of Vince's responses to the Illustrait Work Styles assessment. The purpose of this assessment is to provide a simple, easily understood model which can be used to gain insights on individuals on common traits which are applicable across all roles. This information can be used in a variety of areas such as: onboarding, insights gathering, management guidance, individual development, and increasing team functioning.

Model Overview

The below graph visually displays each of the components (dimensions, traits, and roles) the Illustrait Work Styles model is comprised of.
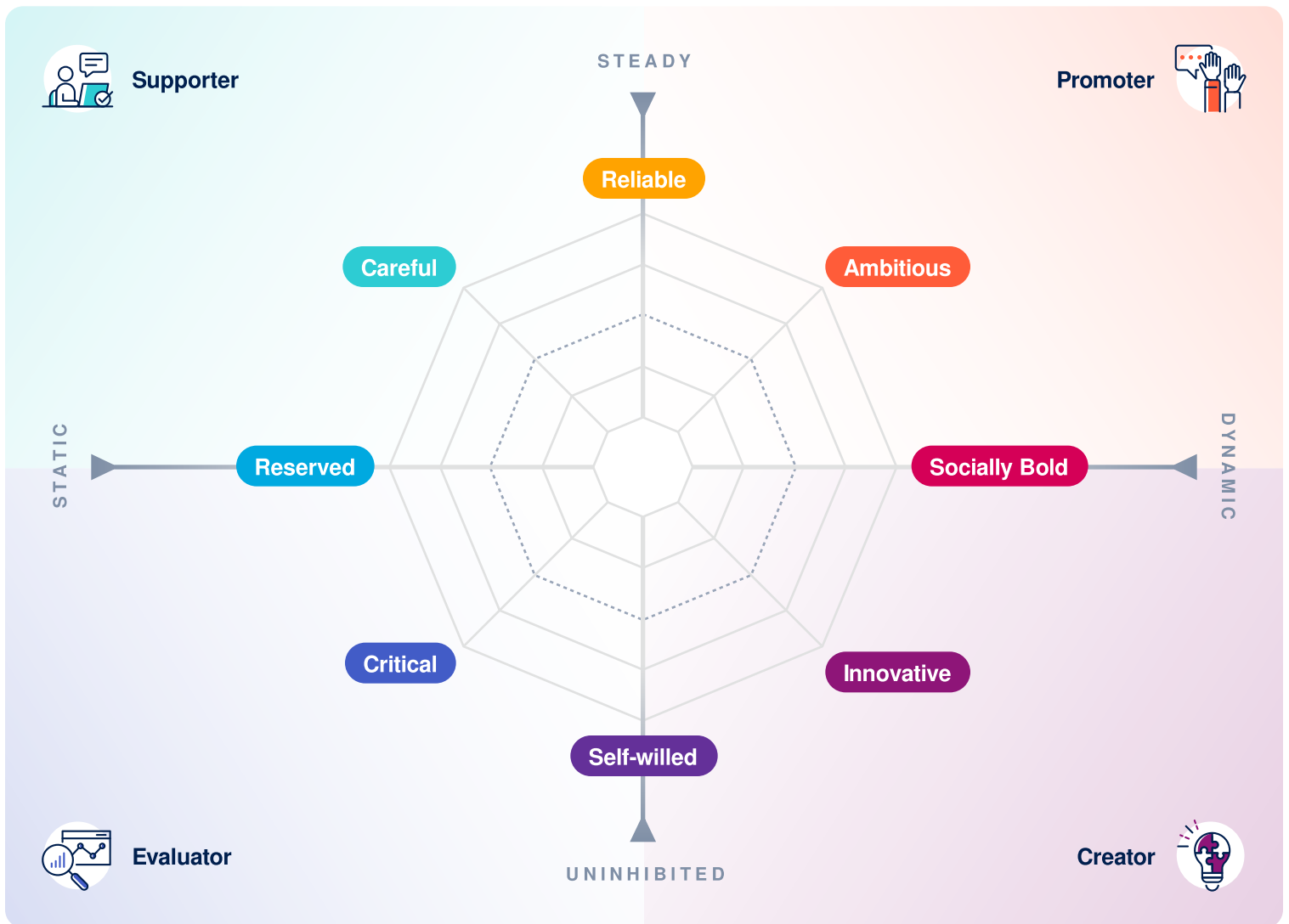
Dimensions

Underlying the Illustrait Work Styles report are two main dimensions: steadiness, defined according to an individual's preference for stability (e.g., stability in motivation); and dynamism, defined as a person's flexibility and preference for novelty (e.g., openness to exploration). These two dimensions can be placed perpendicular on a circle, as presented on the graph above, leading to four major axis points: static and dynamic, and steady and uninhibited.

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.

Background (continued)

Relationship between Dimensions, Roles, and Traits

The dimensions, roles and traits are all related in the Illustrait Work Styles model: dimensions define the underlying structure of the model; traits can be thought of in term the major and minor axis points of the circumplex model; and roles are situated between the dimensions and traits. Because traits at opposite poles of the axes are related but not perfect opposites it is possible to have more than one dominant trait and role.

This means that roles can be thought of in a top-down manner by the quadrants formed by the dimensions, as well as bottom-up manner by considering the traits which make up the role. Consequently, the ways in which each workplace role is expressed may differ among people, as each role is defined according to three personality traits. For example, the role Promoter is the top right quadrant (Dynamic and Steady) and defined according to the extent to which individuals are Reliable, Ambitious, and Socially bold.

Disclaimer

The Illustrait Work Styles report provides a summary of a person's likely behaviors, thoughts, and feelings to provide a description of how they may behave at work. However, no assessment can say what each person definitely will or will not do. Thus, it is essential to consider this report alongside of other information known and obtained about the individual for selection and to support them in their transition and development within the workplace.