

TrainingPros Success Assessment of Wendy "Say" Dempsay Skiles (August 2020)

Thank you for completing TrainingPros' proprietary success trait assessment. It is essential for us to make the best learning & development placements for our clients and consultants. We do our research to understand our clients' project needs, their culture and work style, and the technical skills needed by the consultants. This success trait assessment allows us to improve the personality fit between our clients and our consultants by avoiding the most likely clashes in work styles between the client project leader and a TrainingPros consultant.

In addition to making sure that the right skills have been identified, TrainingPros will have higher confidence that complementary work styles are being matched. Your results are fully available to you in this report, and they are maintained in our applicant tracking system for our relationship managers and recruiters as an input to our selection process to ensure the best possible placements.

Wendy "Say" Dempsay Skiles' Success Assessment Summary

The table below provides a summary of the five success traits and whether your results were classified as low, moderate or high.

<i>Success Trait</i>	<i>Classification</i>
Poise	High (Calm)
Agreeableness	High (Tender-hearted)
Extraversion	Moderate
Conscientiousness	Moderate
Openness	Moderate

Poise

Poise influences how a person responds to adversity or pressure. High scores reflect resilient individuals who are unflappable, calm, and confident. They stay focused even in stressful situations. Low scores may reflect a more reactive person that is sensitive and emotional. They are prone to be tense, insecure, and moody. They may react to circumstances with strong feelings.

Wendy "Say" Dempsay Skiles' Poise: High (Calm)

Seldom upset. Requires a great deal of pressure before becoming distressed. Mood is typically very stable and consistent. Remains focused under pressure. Seldom worries or loses confidence in self. May appear too calm during times where urgency is required.

Agreeableness

Agreeableness reflects the degree to which someone is warm, caring and tenderhearted vs. objective, logical and tough minded. Agreeableness also affects the degree of importance placed upon others' opinions and feelings. Low scores reflect critical individuals who are independent, skeptical, competitive, and/or frank. Some tend to be focused more upon their own needs than the needs of others. High scores reflect agreeable people who tend to reach out and help others. They are harmonious, good-natured, optimistic, and care about what others think of them.

Wendy "Say" Dempsay Skiles' Agreeableness: High (Tender-hearted)

Very kind, tenderhearted and caring. Considerate of others' feelings. When making decisions, focus is first on how others will react and feel. May struggle making unpopular decisions. Uncomfortable with conflict.

Extraversion

Extraversion influences how someone tends to express himself/herself and interact with others. Low scores reflect someone who could be regarded as private. Private persons prefer solitude and space, either physical or mental. They tend to pursue activities such as quiet walks, reading, meditating or sharing time with a few friends. Outgoing people are sociable, talkative and assertive. They tend to be energetic and need to be around others. They gain their energy by talking, socializing, and working with others.

Wendy "Say" Dempsay Skiles' Extraversion: Moderate

Can be outgoing when needed, especially at work, but values occasional private time as well. Shares own thoughts and opinions but balances participation with discretion. Can be comfortable assuming leadership roles or simply contributing to the team.

Conscientiousness

Conscientiousness affects how a person approaches tasks and responsibilities. Low scores reflect easygoing individuals, who may be free spirits with a laid-back, flexible and casual style with less emphasis on achievement. High scores reflect more industrious people who are responsible and dependable. They are likely to be well organized and achievement-oriented.

Wendy "Say" Dempsay Skiles' Conscientiousness: Moderate

Focused on details and accuracy in most situations. Fairly structured and process oriented, but can flex to the needs of a situation when necessary. Usually dependable. Can adapt to change if the change is well thought out with adequate detail.

Openness

Openness reflects the degree of intellectual curiosity, creativity and a preference for novelty and variety a person has. It is also described as the extent to which a person is imaginative or independent, and depicts a personal preference for a variety of activities over routines and tradition.

Wendy "Say" Dempsay Skiles' Openness: Moderate

Somewhat open to new ideas and experiences. Can be moderately creative from time to time, most often for a practical purpose.