



Name: Sample, Sally

Position:

Business Unit: Hire Capacity

Test Date: 7/30/2013

OMS Report

OMS Summary Report

Summary: Job-related Behaviors, Motivation, and Preferences

A gregarious, enthusiastic “people-person” with a collaborative, participative work orientation – very friendly and cooperative – likes constant human engagement and stimulation – prefers non-competitive relationships and collective support with important activities and decisions – seeks popularity and approval, but prefers to be part of a group rather than lead – more cautious than appearances would indicate – performs best under a defined structure that rewards harmony, consensus, and group performance – conscientious and sensitive to criticism, will avoid situations that could lead to conflict or disagreement – comfortable with deadlines, prefers variety, activity, and opportunities to act and use initiative.

Communication Style: very friendly, open, two-way – seeks others’ input – positive and non-judgmental.

Decision-making: avoids risky, uncertain decisions – deferential and compromising – seeks consensus.

In placing this person in a job, responding to these preferences will foster higher satisfaction and higher performance:

- A highly sociable person who likes to reach out, make new acquaintances, and explore new involvements,
- An empathetic and friendly person who demonstrates a service orientation and desire to help others,
- Socially accepting and adaptable - gets along with all types of people - a team player who makes compromises and accommodates the wishes of others in order to facilitate agreement,
- To maintain popularity will try to avoid problem situations or communicating negatives or unpleasant information to other people,
- Seeks to be correct and exact with every task - pays attention to details and minor points of a job,
- A specialist who finds security within a framework of explicit policies, regulations and guidelines, and who seeks to comply with all expectations,
- Likes the safety of accepted, proven ways of doing things rather than having to gamble with change,
- Performs best with supportive supervision and continuous feedback about performance.

Many performance and retention issues for this person can be precluded by eliminating unsatisfying and demotivating activities. Specifically, try to eliminate these unfavorable work characteristics:

- Bearing personal responsibility for decisions involving risk, ambiguity, and uncertain outcomes,
- Assuming individual responsibility for the goals and performance of other people, and for making decisions which might be contentious or lead to disapproval,
- Working alone, especially in a task role with little opportunity for regular contact or communication with other people,
- Exerting pressure on other people or, in a sales context, asking closing questions that could involve perceived rejection,
- Working on routine tasks or in a monotonous environment offering little variety or opportunity to use personal initiative.