



# The Omnia Retention Report

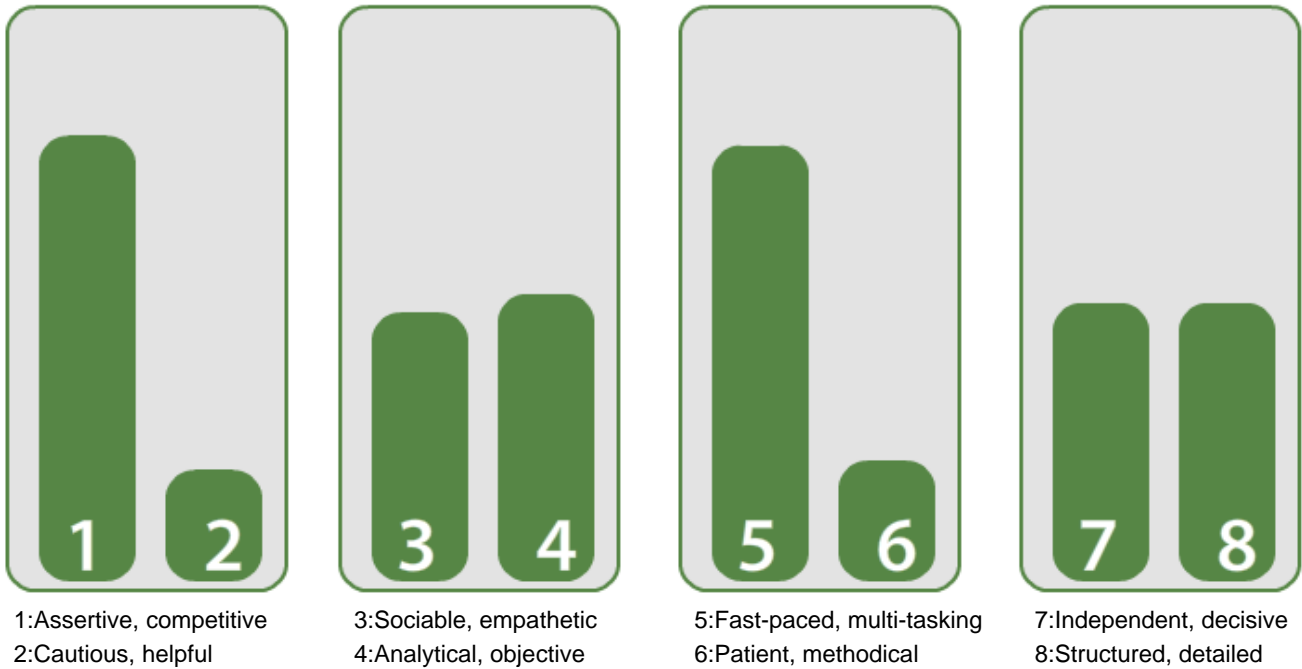
# omnia<sup>®</sup>

Top Talent. Remarkable Results.

Participant Name:	Carol SAMPLE
For the position of:	
Prepared for:	WSheaffer
Client Name:	Test NZ
Client #:	13-TEST
Analyst:	WendyS
QC:	WendyS
Profile #:	1073192ER
Date:	December 3, 2015

Client Name: Test NZ  
 Client Number: 13-TEST  
 Participant Name: **Carol SAMPLE**  
 Position:  
 Profile Number: 1073192ER  
 Report Date: December 3, 2015

Omnia Profile: RETENTION	
ENERGY:	Optimal
PERSPECTIVE:	Optimal
INTENSITY:	Optimal
COMPATIBILITY:	
	Job:
	Cultural:



### ANALYST COMMENTS WRITTEN FOR: Carol SAMPLE

Carol's leadership pattern suggests compatibility with management, supervisory, consulting, recruiting and sales positions. She is a natural leader and strong competitor who is willing to take risks in order to reap rewards. She seems at ease with confrontation and is willing to accept responsibility for tough decisions. Her career needs to provide her with a sense of challenge and a clear path of growth; working anonymously behind the scenes would probably not hold her interest for long. The authority that comes with a management role and the sense of competition that a sales position entails are key hot buttons for her personality type. She seems equally social and analytical. As a result, she is likely comfortable performing research/working with facts and networking/building relationships. She should be a creative, instinctive problem solver who convinces others using both emotional persuasion and factual needs assessment. She can communicate effectively with a variety of personality types.

Carol's pattern indicates a clear preference for variety and changes of pace. She has a strong sense of urgency for working under challenging deadlines, handling interruptions and dealing with the unexpected. She can often overextend herself, so she might need to focus on setting clear priorities and organising her time. She is action oriented and rarely at peace with the status quo. She seems to concern herself equally with the big picture and the intricate details that comprise it. She is likely willing to abide by rules/policies, but will be quick to speak up if she disagrees. She works best with a like-minded manager who give her the freedom to self direct, recognises her need for growth, and rewards her individual contributions. She should adapt easily to either a technical or a socially driven environment.

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**ENERGY: Optimal**

Individuals with "optimal" energy normally have good mental alertness. Accordingly, we see good potential in Carol for productive behavior throughout your typical workweek for this position, without undue performance fades or burnout. Carol should be easily trainable.

**DEVELOPMENT SUGGESTIONS:**

1. The number of hours per week required by this position should be comfortable for this individual. If mutually convenient, and unless something changes, we suggest staying within that general range.
  
2. Optimal Energy is one of many indicators of an employee's potential to be productive and focused on the job. However, please review the entire analysis for any additional issues that may affect, either positively or negatively, this individual's productivity and focus.
  
3. Carol shows good vitality and mental resourcefulness for learning new information. This could be a good time for her to complete additional training and develop new job knowledge.
  
4. Create a stimulating learning environment that stretches this employee's mind and creativity. Organize brainstorming sessions for improving procedures.
  
5. Create an individual development plan and meet regularly to review status. Provide opportunities for mentoring and cross-training.

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**PERSPECTIVE: Optimal**

Carol shows an optimal perspective, suggesting good quality and purposefulness to her behavior. This means that she should not surprise you by behaving out of character. It also suggests that she has a considered reason for what she says or does and should typically give mature forethought to the consequences of her words and actions.

**DEVELOPMENT SUGGESTIONS:**

1. Optimal Perspective is a positive indicator that the participant was comfortable with the assessment. Utilize this individual in ways that call upon the strengths she identified within the profile.
2. Optimal Perspective suggests the employee typically responds to situations in a consistent manner. Create an individual action plan that further develops this employee's comfort in situations where maintaining an even keel is important.
3. While some personalities are more deliberate and objective than others, optimal Perspective suggests a tendency to be sensible and not overreact. As the individual develops within your organization, provide opportunities to evaluate increasingly complex or sensitive situations and formulate appropriate responses.
4. While some personalities are more expressive and impulsive than others, optimal Perspective suggests good self-awareness when interacting with people. Provide opportunities for Carol to further enhance communication skills and build collaborative relationships.
5. Create a genuine sense of purpose in this employee's professional life. Discuss how she contributes to the organization's success and how she can grow professionally within your organization.

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**INTENSITY: Optimal**

Carol shows an optimal intensity that is within the recommended range. This means that she depicted herself in definitive terms, giving us a clear, distinct picture of who she is, along with her probable hot and cold buttons. Thus, we can make valid assessments about which behaviors you are likely to see. It also allows us to provide management tips and discern what motivators you can use most effectively with Carol.

**DEVELOPMENT SUGGESTIONS:**

1. This employee identified with distinct behaviors and preferences, making it easier to know how to motivate her. Review the motivators and demotivators in this report and think about how the employee has responded to these in the past.
2. Carol described herself in a clear, discernible manner that helps us develop a full picture of her personality. There may be other factors that affect how clear a reading we get; review the analyst comments in its entirety for any additional issues that may apply.
3. Optimal Intensity suggests the flexibility to adjust behavior somewhat in different types of situations. Have you seen a reasonably good ability to adapt to various job demands that may require a different sort of focus or skill set?
4. Optimal Intensity suggests few or no behavioral extremes. Clear traits are evident, yet there is at least some balance between the individual's dominant and less dominant qualities. Does your experience with this employee show that she typically responds to people and situations in an appropriately moderate, measured manner?
5. Help her set goals that fulfill company objectives as well as appeal to individual strengths and interests. Customize your feedback style to hit this employee's motivators.



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*When you complete an Omnia position description form, the questionnaire builds an 8-column personality graph for the job. When an Omnia analyst receives a completed profile assessment, the participant's Omnia graph is compared to the job graph and cultural items. Points are deducted when dissimilarities exist between your needs and the participant's preferred behaviors. We also take into consideration Energy, Perspective, and Intensity when scoring the profiles*

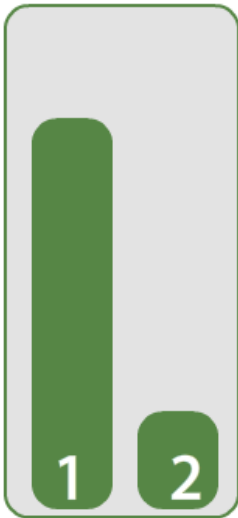
**COMPATIBILITY: No Score**

This EPIC Profile has been scored based on the position title you selected, but you have opted not to display the compatibility ratings. We advise against displaying the compatibility rating because this participant is an existing employee of your organization and you are using the Profile for retention purposes, rather than selection. Retention uses of the Profile include self-awareness, coaching and development, team building, and communication improvement. When the goal is retention, seeing a compatibility rating may not be as helpful to you as the management and motivation information within the Profile report. If you would like to discuss the compatibility rating privately, please contact a client advisor at 800-525-7117.

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## PRIMARY PERSONALITY TRAITS



1: Assertive, competitive  
 2: Cautious, helpful

### Tall Column 1:

Carol comes across as assertive, driven and proactive. The taller her column 1 (and the more it exceeds both columns 3 and 8), the more these qualities are apt to be evident. She likely enjoys taking on new challenges, advancing, assuming more responsibility and taking individual initiative. If column 1 is very tall, then she is apt to be highly motivated by opportunities to take risks and be in charge.

However, it might not motivate her for the long-term to be in a supportive, behind-the-scenes role. She can probably take an active approach to accomplishing her goals and confidently handle challenging situations, but you may occasionally need to stress the importance of teamwork, as she might rather lead than follow.



3: Sociable, empathetic  
 4: Analytical, objective

### Moderately Tall Column 4:

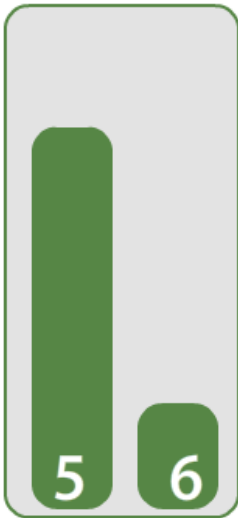
Though she primarily seems analytical, businesslike and pragmatic, she also exhibits glimmers of social qualities. She is likely most at ease focusing on solitary tasks, gathering information and solving problems, but she seems able to spend time dealing with people as well.

Carol appears to respond best to discreet, specific, factual commentary, though she might occasionally welcome public praise or pats on the back from her superior. She likely enjoys being able to learn and take on more complex tasks once she is well established in a position.

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## PRIMARY PERSONALITY TRAITS



5:Fast-paced, multi-tasking  
 6:Patient, methodical

### Tall Column 5:

Carol exhibits a brisk pace and a strong comfort level with changes and multiple demands on her time. She can likely keep up in a fast-moving environment and adapt quickly to priority shifts. Additionally, she should be comfortable juggling different tasks at once or responding to interruptions.

Since Carol seems to need a frequent sense of accomplishment, she can probably focus best on short-term goals. Break long-range objectives into smaller parts. Help her develop a system for establishing priorities to ensure she does not take on too much at once. Too much repetition could demoralize her, so make sure she has opportunities to change gears throughout her day.



7:Independent, decisive  
 8:Structured, detailed

### Moderately Tall Column 8:

Carol appears moderately detail-oriented and needful of structure, but not strongly so. She seems compatible with structured work environments where clear, specific procedures are in place, yet she can probably work fairly autonomously once she is clear on expectations.

Regularly offer Carol feedback on her work, as she likes to know where she stands. However, be tactful and supportive when you need to criticize her work, since negative feedback could demoralize her. Keep lines of communication with her open.



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## BEHAVIORAL DYNAMICS

### Combination of Tall Columns 1 and 5:

She exhibits a willingness to take initiative coupled with a desire for timely results. This should lead to very proactive behavior and a need for new challenges. She probably prefers to pursue individual goals and seems most motivated when there is a timely rewards system in place.

Carol would probably be motivated as well by chances to take on new responsibilities or even take charge of others, especially if column 7 is also tall. Long-term, she may not find it inspiring to work behind the scenes and handle a heavy volume of repetitive tasks. Discuss ways she would like to grow with your organization. If both columns 1 and 5 are very tall, make sure her goals and timetables are not overly ambitious.

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## TALENT MANAGEMENT & COACHING

### MOTIVATED BY:

Opportunities to earn financial incentives, occasions to compete with self or peers, chances to grow/advance, and openings to speak up and make a difference in the workplace.

An environment that is fast-paced, dynamic and growth-oriented. Quick-moving assignments, a wide array of diverse responsibilities, and frequent change so the job does not begin to feel predictable and routine. A boss that sets short-term objectives and provides feedback in a timely fashion.

### DEMOTIVATED BY:

Being in a job where advancement opportunities and chances to compete are limited or nonexistent. Having to focus on team goals instead of individual ambitions. Working on a salaried pay structure where the individual is not rewarded for his/her solo contributions.

Having to work on repetitive, routine, predictable assignments, especially for long periods of time. Working in an environment that rarely changes and/or fails to provide a frequent sense of accomplishment. Reporting to a manager who is slow to make decisions.

## General Development

### NATURAL COMMUNICATION STYLE:

Direct, with a sense of urgency; can communicate both the big picture and critical details; assertive and take charge

Specific and factual; is efficient but includes important details; gets to the point quickly but checks for understanding

Concise but communicates vital details; task directed and no-frills; can assert self and tolerate some risk of criticism, yet may show mild defensiveness if challenged

Time sensitive but provides good information; states facts objectively and asks practical questions; focuses on assessing the situation and targeting solutions

### BEST COMMUNICATION PRACTICES:

Provide the essential information clearly and efficiently; make communications task directed; be careful of being overly critical

Be concise but outline expectations well; provide accurate information; be upfront and realistic

Appeal to the individual's need for challenges and problems to solve; be factual and offer proof of claims; be time sensitive but do not omit critical details

Be direct but temper criticism with positive, job-relevant feedback; communicate with a sense of urgency but do not skip important details; present challenges as problems to be solved/chances to prove self



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## ABOUT THE OMNIA PROFILE

The Omnia Profile report is based on responses to the Omnia Profile, an instrument that measures preferred behavioral characteristics. While an individual's behavior can fluctuate depending on the situation, the Omnia Profile captures an individual's most comfortable pattern of behavior and is therefore a good indicator of how they will respond to most business situations and tasks. The Omnia Profile should account for only 20 to 25 percent of the overall hire, promotion and career development decisions.

As with any assessment, the Omnia Profile does not measure all factors that contribute to individual success and productivity. Outside of the behavioral characteristics, we recommend you fully evaluate a participant's skills, education, intelligence, personal work ethic and integrity. For selection, carefully confirm as much as possible from references, work history and the interview responses.

Your People. Discover Them. Understand Them. Evolve Them.