

# CULTURE FIT TALENTSCAN

## Low Characteristics

- Content with routine assignments
- Little interest in advancing
- Reactive regarding career growth
- Accepts and lives with weaknesses
- Disregards constructive feedback
- Maintains the status quo
- Shows little investment in work
- Less focused on organizational issues
- Focuses mainly on own area

- May not focus enough on output
- Leaves tasks unfinished
- Falls short of some expectations

- May work too quickly
- Overlooks deficiencies
- Neglects to check work

- Prefers doing one task at a time
- Slow to change focus and adapt
- Rigid in how a job should be done

- Slow to get back to people
- Lacks understanding of people's needs
- Primarily focused on own work

- Can be critical of people
- Complains and shows negativity
- Holds negative opinions of people

- Likely to show feelings openly
- Experiences frequent changes in mood
- Has difficulty controlling emotions

- Avoids working in groups
- Focuses on own needs and agenda
- Struggles to compromise on a team

- Shares information only when asked
- May not get points across
- People may feel uninformed

## Motivation

### AMBITION

Wanting more responsibility and seeking advancement.

### IMPROVEMENT

Developing skills and enhancing how things are done.

### OWNERSHIP

Approaching work with the attitude of an owner.

## Work Approach

### RESULTS

Meeting commitments and being personally productive.

### QUALITY

Paying attention to detail and working with accuracy.

### FLEXIBILITY

Adjusting to change and adapting to different circumstances.

### RESPONSIVENESS

Attending to people's needs in a timely manner.

## Interpersonal

### ATTITUDE

Having a positive disposition toward people.

### EVEN TEMPERED

Maintaining emotions and composure in all situations.

### TEAMWORK

Being cooperative and working closely with others.

### COMMUNICATIVE

Sharing information regularly and in a clear manner.

## High Characteristics

- Seeks added job challenge
- Eager to be promoted
- Driven to have career growth

- Looks for learning opportunities
- Asks for performance feedback
- Initiates improvement efforts

- Has a sense of ownership for work
- Does the little things that matter
- Assumes personal responsibility

- Works hard to be productive
- Prioritizes task completion
- Delivers more than is expected

- Produces work of the highest quality
- Immediately addresses any errors
- Consistently checks work for accuracy

- Juggles multiple priorities
- Handles new assignments easily
- Makes use of new methods

- Provides quick, quality service
- Anticipates people's needs
- Responds immediately to people's requests

- Looks for the best in people
- Generally supportive of others
- Views people and situations positively

- Thick-skinned and resilient
- Remains calm under pressure
- Behaves consistently day to day

- Enjoys collaborating with others
- Contributes to the team's efforts
- Viewed as a good team player

- Keeps people informed and current
- Consistently conveys a clear message
- Explains reasoning to people

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## Low Characteristics

- Discounts value of diversity
- Fails to learn from other cultures
- Close-minded to different cultures

- Evasive when asked questions
- Covers up mistakes or problems
- May not be transparent

- Gives up in difficult situations
- Defers problems to others
- Relies on others for solutions

- May analyze situations too quickly
- Makes impractical choices
- Generates poor solutions to problems

- Content with level of knowledge
- Shies away from learning new things
- Struggles to assimilate new information

## VALUING DIVERSITY

Embracing and valuing people with different backgrounds.

## Decision Making

### INTEGRITY

Being forthright, honest and demonstrating ethical standards.

### RESOURCEFUL

Finding solutions and new ways to handle problems.

### JUDGMENT

Analyzing situations effectively and making sound decisions.

### LEARNING AGILITY

Acquiring and understanding new information quickly.

## High Characteristics

- Relates easily to different cultural groups
- Values diversity as key to success
- Accepts people from various backgrounds

- Provides direct answers to others
- Admits and corrects mistakes
- Forthright about difficult issues

- Reasons through problems logically
- Serves as a resource to others
- Comes up with novel solutions

- Evaluates situations thoroughly
- Thinks in practical terms
- Makes good, reasoned decisions

- Driven to develop knowledge
- Thrives in a learning environment
- Grasps new concepts quickly