

DRIVER TALENTSCAN

Low Characteristics

- Unconcerned with people's needs
- Slow to respond to requests
- Fail to satisfy other people
- Put their own needs first
- Leave quickly for opportunities
- Let co-workers and bosses down

- Set low standards for productivity
- Leave tasks unfinished
- all short of expectations
- Disregard safety policies
- Take risks with unsafe behavior
- Overlook violations
- Absent for many days
- Run late or miss appointments
- Can disregard commitments
- Prefer doing one task at a time
- Slow to change focus
- Rigid in how a job should be done
- Have low standards for quality
- Overlook deficiencies
- Neglect to check their work
- Lose track of priorities
- Miss deadlines or commitments
- Make errors or omissions

Motivating Factors

SERVICE

Listening to people and responding to their needs.

LOYALTY

Being committed to and supporting the company.

Work Approach

RESULTS

Meeting commitments and achieving goals.

SAFETY

Following safety procedures and making safety a top priority.

DEPENDABILITY

Being on time and maintaining a good attendance record.

FLEXIBILITY

Adjusting to change and adapting to different circumstances.

QUALITY

Working with precision and accuracy.

ORGANIZATION

Having a structured and systematic work style.

High Characteristics

- Learn the concerns of people
- React quickly to requests
- Ensure that people are satisfied
- Act in the company's interest
- Seek long-term job stability
- Make sacrifices for the company

- Work hard to be productive
- Finish what they start
- Deliver more than expected
- Continually monitor for safety
- Look out for other people
- Quickly report problems/accidents
- Miss few, if any, days of work
- Always punctual and prepared
- Meet their work commitments
- Juggle multiple priorities
- Handle new assignments easily
- Make use of new methods
- Produce work of the highest quality
- Immediately address problems
- Make work procedures better
- Handle administrative tasks thoroughly
- Meet established schedules
- Complete paperwork accurately

DRIVER TALENTSCAN

Corporate Headquarters

178 East Washington Street, Chagrin Falls, Ohio 44022
www.pradco.com | (440) 337-4700



Low Characteristics

- Inconsiderate or rude at times
- Partial to some people or groups
- Put people off at times
- Critical of supervision
- Complain and show negativity
- Avoid communicating with supervisors
- Avoid working in groups
- Focus on own needs and agenda
- Do things their own way
- Likely to show feelings openly
- Experience frequent changes in mood
- Have difficulty controlling emotions
- Share information only when asked
- Have poor listening skills
- Have misunderstandings with people

- Evasive when asked questions
- Cover up mistakes or problems
- Ignore problems they observe
- Unable to find solutions
- Stop and wait for others
- Give up in difficult situations
- Let emotions influence decisions
- Make impractical choices
- Lack confidence in judgment

Interpersonal

COURTESY

Treating people respectfully and in an unbiased manner.

ATTITUDE

Having a positive disposition toward superiors.

TEAMWORK

Being cooperative and supportive when others need help.

EVEN-TEMPERED

Maintaining emotions and composure in all situations.

COMMUNICATIVE

Expressing ideas clearly and listening attentively.

High Characteristics

- Pleasant and polite toward people
- Treat everyone fairly
- Make others feel comfortable

- Strive to please superiors
- Share information with supervisors
- Defend and support management

- Enjoy collaborating with others
- Contribute to the team's efforts
- Promote team spirit

- Thick-skinned and resilient
- Remain calm under pressure
- Behave consistently day to day

- Keep people informed and current
- Pay attention to understand people
- Explain their reasoning to people

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.

- Provide direct answers
- Admit and correct mistakes
- Inform superiors of concerns

- Reason through problems
- Serve as a resource to others
- Come up with novel solutions

- Evaluate situations objectively
- Think in practical terms
- Make good decisions independently