

# Development Report

## Overview



Your development journey begins here! You recently completed the OutMatch Assessment, a work-related measure of your innate tendencies. This Development Report will help you to discover more about those tendencies, and how they influence the way you work. Start by reviewing the summary details below before moving on to the next page.



### Leading Strengths

These traits emerged as behavioral strengths for this individual. Review the "Key Insights" tab for more details on these.



### Potential Weaknesses

These traits emerged as behavioral limitations for this individual. Review the "Key Insights" tab for more details on these.

**Process-Focused:** The extent to which individuals prefer to be organized and structured in the way they work, rather than taking a less methodical approach.

**Social Restraint:** The extent to which individuals are highly self-controlled when engaging with others as opposed to being less restrained and carefree.

**Work Ethic:** The extent to which individuals have a positive attitude towards work and organizations as opposed to a negative one.

**Work Intensity:** The extent to which individuals work hard to accomplish many things quickly as opposed to working methodically or at a less hurried pace.

**Accommodation:** The extent to which individuals place more emphasis on accommodating the needs of others as opposed to prioritizing their personal needs.

**Frustration Tolerance:** The extent to which individuals have a resilient and positive outlook under most work circumstances as opposed to being concerned about what could go wrong.



## Key Insights



Discover how certain attributes influence the way you Think, Work, and Relate in the workplace. Effective development is based largely on having a good sense of self-awareness.

These attributes come naturally to you and are not likely to change much over time. Some attributes are helpful to you at work, but some may limit your growth. Knowing which attributes to leverage, and which to manage, will help support your success.

Your assessment results are shown below. For each attribute measured, the match area (shaded area) represents the ideal for this role. The person image represents your natural tendency for each attribute. When you are within the match area, your natural tendency is likely to help you. When you are outside the match area, your natural tendency may limit you and may require some attention.

Think of this information as your guide to maximizing your success in this role.

### Job Match



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### BEHAVIORAL MATCH

A measure of the critical behavioral traits that lead to success in this role

Match Area =

#### Relating

Accommodation



Cooperative

#### The Definition

The extent to which individuals place more emphasis on accommodating the needs of others as opposed to prioritizing their personal needs.

#### Key Insight Narrative

May appear unconcerned with pleasing others and could be perceived as argumentative or uncooperative.

Social Restraint

Expressive



Reserved

#### The Definition

The extent to which individuals are highly self-controlled when engaging with others as opposed to being less restrained and carefree.

**Key Insight Narrative**

Capable of balancing expressiveness and restraint in social situations, and is likely to come across as professional.

**Working**

**Frustration Tolerance**



**The Definition**

The extent to which individuals have a resilient and positive outlook under most work circumstances as opposed to being concerned about what could go wrong.

**Key Insight Narrative**

Prone to worry and may struggle to recover from setbacks and frustrations.

**Process-Focused**



**The Definition**

The extent to which individuals prefer to be organized and structured in the way they work rather than taking a less methodical approach.

**Key Insight Narrative**

Should display solid ability to plan and organize work.

**Work Ethic**



**The Definition**

The extent to which individuals have a positive attitude towards work and organizations as opposed to a negative one.

**Key Insight Narrative**

Similar to others in terms of work ethic, should display the commitment needed for this role.

**Work Intensity**



**The Definition**

The extent to which individuals work hard to accomplish many things quickly as opposed to working methodically or at a less hurried pace.

**Key Insight Narrative**

Likely to be comfortable in situations requiring extended periods of thinking or sedentary work.

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## Tips

### Focus On Developmental Planning



Use this Development Guide to help leverage your strengths and close behavioral gaps.

Keep the following in mind as you review the guide:

- Don't worry, this isn't a general how-to guide for your life. The development feedback is specific to you in relation to the behaviors needed for job success.
- Strengths and gaps were uncovered by your assessment responses, and as such, may reflect your self-perceptions. Others may see you differently.
- Remember, everyone has strengths and gaps. Treat the suggestions below as a friend giving you tips for success.

Within each tab, review the Tips for developmental suggestions. Take notes as you read, to help create an action plan to accelerate your development. For follow-up and continued progress, access the information provided for each attribute.



#### PROCESS-FOCUSED

The extent to which individuals prefer to be organized and structured in the way they work, rather than taking a less methodical approach.

#### Tips

##### Leveraging Your Process-Focused Style

Your process-focused work style is an asset, so find opportunities to create or improve processes for areas under your responsibility. Document successful processes and share them with others.

When working in teams, volunteer to create detailed project plans. Use this plan to keep everyone in alignment and on track for completion. Share tools and techniques you've applied with others that might struggle with staying organized.

##### Learn More for Personal Growth

- Adaptability Creates Opportunities (TEDx Talks): [Learn More](#)
- Prioritizing Your Tasks (LinkedIn Learning): [Learn More](#)
- You're obsessed with outcomes. Here's why attention to process pays off. (Washington Post)
- The Practicing Mind: Developing Focus and Discipline in Your Life - Master Any Skill or Challenge by Learning to Love the Process (Thomas Sterner)

## SOCIAL RESTRAINT

The extent to which individuals are highly self-controlled when engaging with others as opposed to being less restrained and carefree.

### Tips

#### Leveraging Your Social Restraint Style

Others likely perceive you as being approachable and tactful. Leverage this by engaging in meaningful conversation and being an active listener.

Set an example for others by maintaining composure during times of stress or interpersonal conflict. Your ability to react calmly and appropriately will be an asset when navigating tense situations.

#### Learn More for Personal Growth

- Body Language and Approachability (LinkedIn Learning): [Learn More](#)
- Preparing for Successful Communication (LinkedIn Learning): [Learn More](#)
- The Benefits Of Expressing Your Emotions (Forbes)
- How Leaders Can Open Up to Their Teams Without Oversharing (Harvard Business Review)

## WORK ETHIC

The extent to which individuals have a positive attitude towards work and organizations as opposed to a negative one.

### Tips

#### Leveraging Your Work Ethic Style

Your work ethic is an asset. Make sure to openly express your positive work attitude so leadership recognizes this trait. Furthermore, your openly positive attitude will contribute to a more positive work environment, which your coworkers will appreciate.

Funnel your work ethic into productive activities. Fill your downtime at work with activities that will make a positive impact on the organization and/or your career. Volunteer for projects, events, or committees that will help you grow and develop.

Remember, it is better to under-promise and over-deliver. Set realistic expectations and push yourself to exceed them. As you consistently exceed expectations, others will take notice of your work ethic.

#### Learn More for Personal Growth

- Grit: The Power of Passion and Perseverance (TED Talks): [Learn More](#)
- Learning to Say No (LinkedIn Learning): [Learn More](#)
- The Art Of Saying NO: How To Stand Your Ground, Reclaim Your Time And Energy, And Refuse To Be Taken For Granted (Damon Zahariades)
- Tips to Demonstrate Work Ethic (Indeed)

The extent to which individuals work hard to accomplish many things quickly as opposed to working methodically or at a less hurried pace.

## Tips

### Leveraging Your Work Intensity Style

Leverage your work intensity style by working even more efficiently. Group together tasks that require a similar skill, mindset, or level of concentration. By streamlining your process, you can complete tasks with greater ease.

Give yourself strategic breaks to recharge and reset. This will help you maintain a rigorous work pace without sacrificing quality.

Although you tend to complete work quickly, be sure to plan and organize your schedule to avoid rushing at the last minute.

### Learn More for Personal Growth

- Getting Things Done (LinkedIn Learning): [Learn More](#)
- Prioritizing Your Tasks and Time (LinkedIn Learning): [Learn More](#)
- Pace and Productivity: When Faster and More Isn't Always Better (Huffington Post)
- What the Most Successful People Do Before Breakfast: And Two Other Short Guides to Achieving More at Work and at Home (Laura Vanderkam)



Closing Gaps

## ACCOMMODATION

The extent to which individuals place more emphasis on accommodating the needs of others as opposed to prioritizing their personal needs.

## Tips

### Adapting Your Accommodation Style

Find ways to arrive at common ground when working with others. Your tendency may be to protect your own interests (which is valid), but look for opportunities to compromise or find a middle ground option with which everyone can live.

When something frustrates you about another person, look for ways to help them rather than complain. Turn the problem into a solution by offering your assistance.

Try to include new people and make an effort to build relationships with them. Be welcoming and offer your assistance and guidance.

### Learn More for Personal Growth

- The Case for Radical Transparency (TEDx Talks): [Learn More](#)
- Working with Upset Customers (LinkedIn Learning): [Learn More](#)
- Be Our Guest: Perfecting the Art of Customer Service (Disney Institute Book)
- Delivering Happiness: A Path to Profits, Passion, and Purpose Paperback (Tony Hsieh)

## FRUSTRATION TOLERANCE

The extent to which individuals have a resilient and positive outlook under most work circumstances as opposed to being concerned about what could go wrong.

### Tips

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#### Adapting Your Frustration Tolerance Style

You may find yourself so preoccupied with what could go wrong, that you become discouraged and want to give up. Make an effort to turn negative thinking into constructive problem solving. Break down large obstacles into manageable steps, and focus on one step at a time. As challenges arise, take time to explore solutions.

Being overly negative can impact your relationships with your coworkers. If you are feeling worried or pessimistic, consider whether you need to express your opinion and how it might impact others. It might be better to find a more positive way to phrase your concern.

Sometimes stress and pressure can make you feel overwhelmed or defeated. Try to find ways to manage those feelings when you are facing challenges at work. Taking a step away from the problem, talking to a good friend, or finding even a few moments to relax can help you to recharge or see things from a different perspective.

#### Learn More for Personal Growth

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- How Failure Cultivates Resilience (TED Talks): [Learn More](#)
- Building Resilience (LinkedIn Learning): [Learn More](#)
- How to Handle Stress in the Moment (Harvard Business Review)
- Resilience: Hard-Won Wisdom for Living a Better Life (Eric Greitens)

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