

## Warehouse Report

**Name:** Tony Sample

**Date:** Tuesday, July 30, 2002

They are in the top third of the population in terms of reasoning speed. In training situations, they will learn more quickly than the average person. In most formal training programs, they may feel that the pace of the class is too slow. It is important that they use their advantage of learning speed to focus on more applications of the training information that is provided instead of wanting more information faster. In training situations that allow for individual pacing, they should be allowed to progress at their own pace, although still focusing on application of the material.

This faster learning speed enables them to solve problems quickly. This is well-suited for a position that involves dealing with a constantly changing field of problems. It is important that they recognize that much of every job consists of doing the same things. It is easy for them to become bored with this routine if the job does not offer sufficient challenges. They must fulfill this need with outside interests or hobbies in order to balance the necessary routine of the job.

It is critical that they understand their inherent communication problem. They process information faster than the average person. Therefore they tend to communicate information faster than the average person can understand it. It is essential that they learn to slow down and match their delivery to their audience. Otherwise they can become impatient or frustrated with others who may not understand as quickly as they do. It is a good thing to encourage them to ask questions to continually confirm that what people heard is understood correctly.

It is helpful for them to explain their thinking when suggesting ideas or solutions to problems. Their faster learning speed allows them to take shortcuts in their thinking that may not be clear to others. This can lead other people to view their thinking as incomplete or impulsive, since the logic may not be apparent.

They adapt easily to changes in procedures. They like to find new ways to do things and can offer creative solutions to many problems. As they gain more experience, their creative ideas will become more practical. Routine can become frustrating to them. They tend to make exceptions to rules and may present safety problems when this happens. Their inconsistency can create problems for others. They tend to find ways of doing things that depend upon their own particular abilities rather than using procedures that work for everyone. If they are responsible for maintenance programs, it is important to provide checklists to ensure consistency.

They have the ability to communicate a high degree of enthusiasm to others. They enjoy talking and co-workers will usually see them as being friendly. They generally

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prefer to work with others instead of being alone. Sometimes their socializing can be distracting to others. It is important for them to recognize when it is not appropriate. Listening can be difficult for them, as they sometimes are preparing their remarks while listening to what is being said. Success in a warehouse position demands the ability to carry out instructions effectively. It is important for them to develop strategies to strengthen their listening skills. When instructions are given, they should take notes and ask questions to verify their understanding.

They have the ability to handle confrontation. They will call out problems and issues directly when they see them. They have a need to be in control of their environment. Most warehouse jobs however, involve situations in which they will generally have little control over what they are doing. This can be frustrating for them, and under stress, they can sometimes become confrontational and even argumentative. With experience and proper training, this ability can help them to supervise others. They are best supervised by individuals with equal levels of assertiveness.

Their competitive nature usually gives them a strong drive. Warehouse roles can sometimes depend upon cooperation and group efforts more than on individual achievement. The lack of individual recognition can be discouraging for them. Their attitude of competitiveness in terms of wanting to be seen as better than others can be irritating to co-workers. It can be difficult for them to admit to problems or weaknesses. This can make coaching and supervising challenging at times. They can become impatient with others who they feel do not learn as quickly as themselves.

They like to stay busy. They are more sensitive to stress than the average person, and they need activity to manage that stress. Under pressure, they can become frustrated, feeling that each situation is a crisis. It is important to use specific times and deadlines when giving instructions to them to avoid this unnecessary stress. If not managed properly, their stress-related behavior can result in performance or safety issues. They may tend to have a pessimistic attitude at times.

They are moderately detail-oriented, and can handle most reasonable paperwork. They generally work with short term plans and some prioritizing. In special circumstances that demand a high level of attention to detail, it is important for them to check their work. Time management tools can be very helpful in handling key priorities.

They have answered the questions frankly and directly.