

Work Style Profile

THE KEELWORTH MODEL

ASSESSMENT OF

Jordan Avery

PREPARED FOR

Northgate Logistics

JUNE 2026

OVERALL READ

THE PEOPLE PERSON

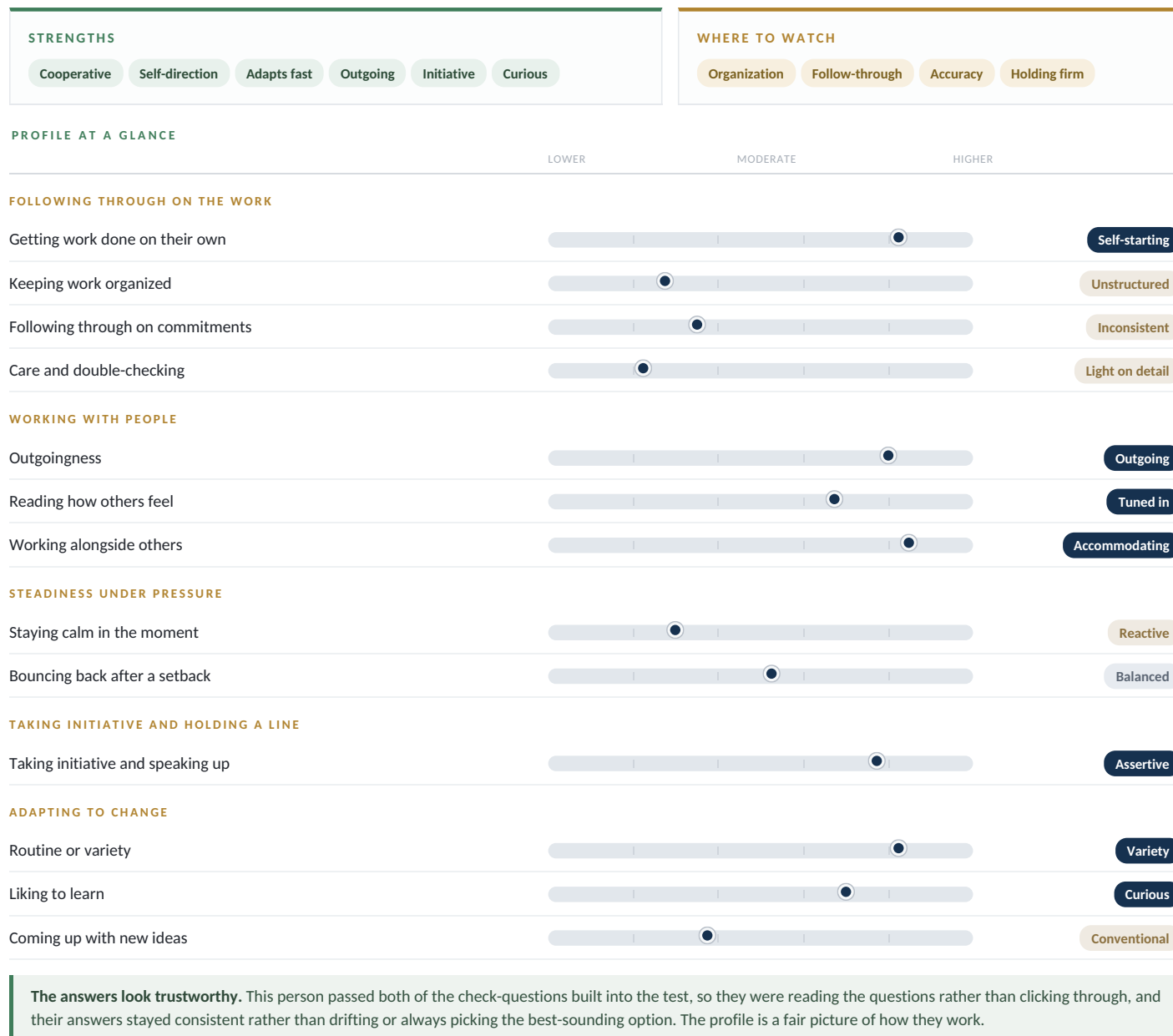
Outgoing, reads people well, and easy to build a team around.

The **Keelworth model** maps how a person tends to work across thirteen traits, grouped into five areas. The pages that follow place this person on each.

Working with people is the heart of this profile. They are outgoing, they cooperate, and a team gathers around them without effort. That ease with people is the core of it.

They favor speed over a second look, so exact work is safer with someone else checking it. Deadlines and commitments can slide unless someone follows up. Pressure tends to surface, and a rough patch takes time to come back from.

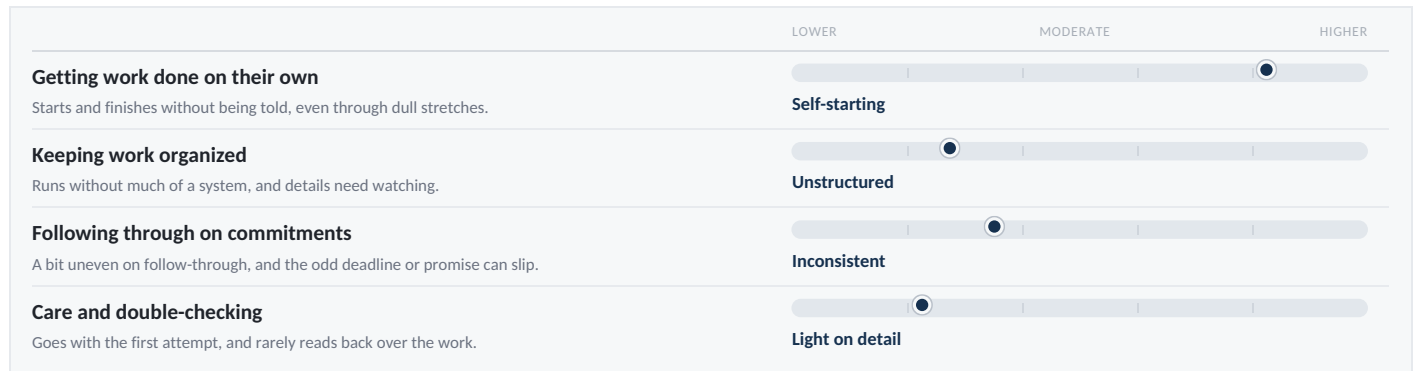
The readings came through clearly.



SECTION 1

FOLLOWING THROUGH ON THE WORK

Self-driven, a bit loose on organization, uneven on following through, light on double-checking.



THE SITUATION

They are given a week of work to manage on their own, with no one checking in until Friday.

HOW THEY HANDLE IT

The work gets done with no check-in needed. They are well suited to unmanaged work.

THE SITUATION

They are asked to prepare something where every detail has to be exact, with plenty of time to do it.

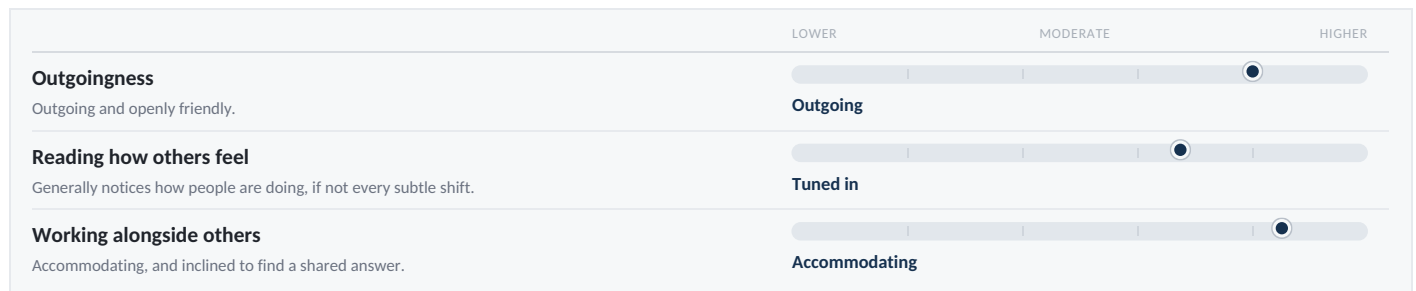
HOW THEY HANDLE IT

The work comes back quickly. The fine detail is where it can slip. Have someone check anything that must be exact.

SECTION 2

WORKING WITH PEOPLE

Sociable and cooperative, the kind of person a team gathers around.



THE SITUATION

A teammate disagrees with them on how to handle a shared task, and the two of them have to settle it.

HOW THEY HANDLE IT

They aim for common ground. They will not be the one who digs in. Draw out their honest read on a close call.

THE SITUATION

A coworker is overloaded and visibly stressed.

HOW THEY HANDLE IT

They step in and help. They keep the exchange light and friendly. The coworker gets some breathing room.

SECTION 3

STEADINESS UNDER PRESSURE

Pressure shows now and then, and a setback takes a little time to clear.

	LOWER	MODERATE	HIGHER
Staying calm in the moment Tense moments register, and take a beat to settle.			
	Reactive		
Bouncing back after a setback Gets over a setback within a fair stretch.			
	Balanced		

THE SITUATION

A mistake reaches a client, the client is annoyed, and this person has to fix it.

HOW THEY HANDLE IT

They tense up before settling to the task. They handle the client. The exchange can sit with them afterward.

THE SITUATION

A run of days where one thing after another goes wrong.

HOW THEY HANDLE IT

The tension surfaces quickly. Their edge sharpens as the run continues. A run like this takes a while to shake off.

SECTION 4

TAKING INITIATIVE AND HOLDING A LINE

Takes charge and closes gaps, pressing on what matters and then getting behind the call.

	LOWER	MODERATE	HIGHER
Taking initiative and speaking up Takes the lead, and speaks their mind.			
	Assertive		

THE SITUATION

Something important is being missed, and it is not clearly anyone's job.

HOW THEY HANDLE IT

They get on it without waiting. Small problems do not grow. They press when it matters, then commit.

THE SITUATION

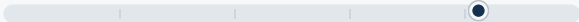
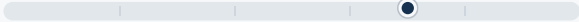
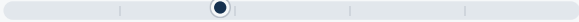
A group task has no clear leader, and it is starting to lose direction.

HOW THEY HANDLE IT

They are comfortable being the one who decides. They suit a role that needs an owner.

ADAPTING TO CHANGE

Takes change in stride and learns fast. Poorly suited to fully repetitive work.

	LOWER	MODERATE	HIGHER
Routine or variety Favors variety over a steady routine.			
	Variety		
Liking to learn Generally open to learning, and picks up new tools without much fuss.			
	Curious		
Coming up with new ideas Leans conventional, with a new idea now and then.			
	Conventional		

THE SITUATION

The team switches to a new tool or process, and everyone has to get up to speed.

HOW THEY HANDLE IT

They are quick to learn it. They often improve the setup once they know it.

THE SITUATION

They are given something they have not done before, with little guidance.

HOW THEY HANDLE IT

They work it out for themselves. They stay with the known approach.

SECTION 6

INTERVIEW QUESTIONS

These questions are drawn from this person's profile to help you dig into the tendencies above, weighted toward the areas worth a closer look, with a few that draw out their strengths. Listen for a real past example: the situation, what they did, and how it turned out, and judge the answer against the note below rather than a first impression. For a fair comparison, put the same kind of question and the same standard to every candidate for the role. Keep questions about the work, never about personal characteristics. The answers are the evidence, and the hiring decision stays yours.

AREAS WORTH A CLOSER LOOK

WORKING ALONGSIDE OTHERS

Tell me about defending an unpopular but correct call.

What to listen for. A strong answer shows they will stand alone when right. If they cannot recall one, probe how they handle pressure to conform.

CARE AND DOUBLE-CHECKING

Walk me through how you check a piece of work before it goes out.

What to listen for. Look for a real review step taken by habit. 'I just give it a once-over' or no step at all suggests exact work would need a second reviewer.

ROUTINE OR VARIETY

Tell me about a time you had to do the same task over a long stretch. How did you stay focused?

What to listen for. A strong answer shows real tactics for sustaining attention on routine, and is honest about where it dipped. Errors creeping in, or disengagement, is the concern for a largely repetitive role.

KEEPING WORK ORGANIZED

Tell me about handing work off to someone else. How easy was it for them to pick up?

What to listen for. A strong answer shows records and notes left in good order. If a handoff needed a lot of explaining or reconstruction, organization may be a soft spot.

STAYING CALM IN THE MOMENT

When several things go wrong at once, what is your first move?

What to listen for. A strong answer shows triage and a clear head. A scattered or reactive first move is the pattern to probe.

FOLLOWING THROUGH ON COMMITMENTS

Describe a time several people were depending on you to deliver. How did it go?

What to listen for. A strong answer shows they protected the commitment under pressure. A story where others were let down, or where they over-promised, is worth probing.

DRAWING OUT THEIR STRENGTHS

GETTING WORK DONE ON THEIR OWN

When you start something new with no instructions, what is your first move?

What to listen for. A strong answer shows a self-directed start: a plan, a first step, a way to track it. The detail confirms the trait.

OUTGOINGNESS

Tell me about a time being easy with new people helped you get something done.

What to listen for. A strong answer shows sociability moving the work forward, with a specific situation.

IMPORTANT NOTICE

This report uses the Keelworth model to describe work-style tendencies, drawn from a personality questionnaire. It does not measure skill, knowledge, ability, intelligence, or character, and it does not measure or predict job performance. No personality questionnaire reliably predicts how well a person will perform a job. The results reflect the answers a person gave at the time they completed the questionnaire, and people and circumstances change over time.

This report is one source of information among others. It should not be used as the sole basis for any hiring, promotion, pay, assignment, discipline, or termination decision. All employment decisions are made by the employer, who is solely responsible for them.

The employer is responsible for complying with every law that applies to its hiring and employment practices. In the United States these include Title VII of the Civil Rights Act, the Americans with Disabilities Act, the Age Discrimination in Employment Act, and the Genetic Information Nondiscrimination Act, along with applicable state and local laws. Other countries and regions have their own laws. This report must not be used to treat any person less favorably because of race, color, religion, sex, pregnancy, sexual orientation, gender identity, national origin, age, disability, genetic information, or any other characteristic protected by law.

This report is not a medical, psychological, or clinical assessment. It does not diagnose any condition and must not be treated as if it does.

Keelworth provides this report as an aid to the employer's own judgment and gives no warranty as to its accuracy or its fitness for any particular decision, to the fullest extent permitted by law. Keelworth accepts no liability for employment decisions made in reliance on it. An employer that uses assessments in employment decisions should consider seeking advice from a qualified employment lawyer about their use.