Report designed for Performance Model

Sample Client Services Manager

ProfileXT®
Candidate Matching

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Summary

This report provides a comparison of selected candidates to the Sample Client Services Manager Performance Model. This information will help organise your interviews when more than one candidate is being considered for the same job. The percentage match to this model is shown for each candidate. The percent match reflects each candidate's Thinking Style, Interests and Behavioural Traits combined.

You should select candidates appropriate for the Sample Client Services Manager Performance Model listed here and view the report(s) specific to each candidate.

Please note that this report does not measure or consider candidates' education, training, or experience, nor does it consider job skill requirements.
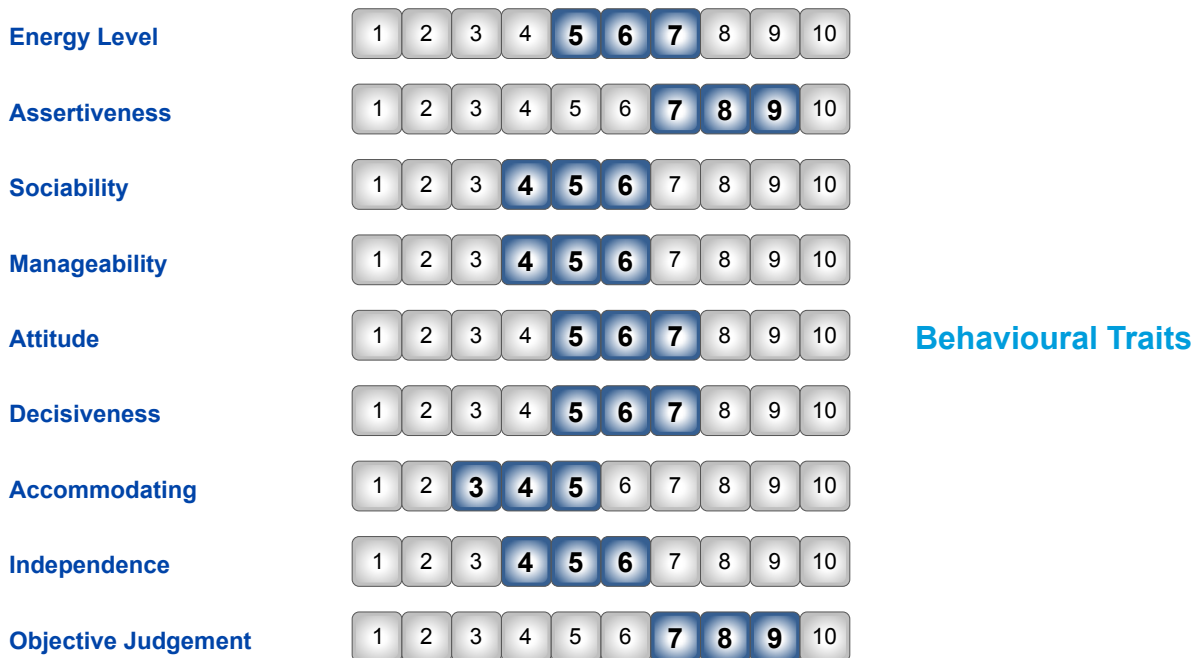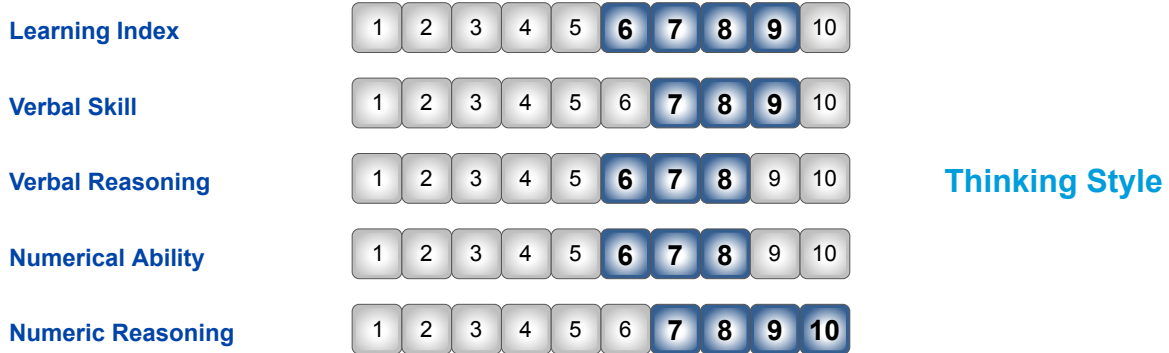
Candidates	Sample Client Services Manager % Match
Bryan Sample	**85%**
Sally Sample	**77%**
Greg Sample	**76%**
Warwick Sample	**76%**
Gavin Sample	**75%**
Jane Sample	**70%**
Judy Sample	**70%**
Mathew Sample	**58%**

NOTE:

Please consult the User's Guide for additional information on using these results. As discussed in the User's Guide for this product, the results from this, or any assessment should never make up more than a third of the final decision in placements.

Summary

The shaded boxes represent the Sample Client Services Manager Performance Model.

Learning Index	1 2 3 4 5 **6 7 8 9** 10	
Verbal Skill	1 2 3 4 5 6 **7 8 9** 10	
Verbal Reasoning	1 2 3 4 5 **6 7 8** 9 10	**Thinking Style**
Numerical Ability	1 2 3 4 5 **6 7 8** 9 10	
Numeric Reasoning	1 2 3 4 5 6 **7 8 9 10**	

Energy Level	1 2 3 4 **5 6 7** 8 9 10	
Assertiveness	1 2 3 4 5 6 **7 8 9** 10	
Sociability	1 2 3 **4 5 6** 7 8 9 10	
Manageability	1 2 3 **4 5 6** 7 8 9 10	
Attitude	1 2 3 4 **5 6 7** 8 9 10	**Behavioural Traits**
Decisiveness	1 2 3 4 **5 6 7** 8 9 10	
Accommodating	1 2 **3 4 5** 6 7 8 9 10	
Independence	1 2 3 **4 5 6** 7 8 9 10	
Objective Judgement	1 2 3 4 5 6 **7 8 9** 10	

The matching process for Interests is concerned with the top three interests of a Performance Model and how closely a candidate's top three interests match. The three top interests for this model are indicated and ranked from top to bottom below.

Financial/Administrative

Enterprising   **Interests**

People Service

Employee Descriptions

Thinking Style Scales

Learning Index

Employees who can learn quickly and understand complex information without difficulty.

Verbal Skill

Employees who communicate effectively in a variety of settings and can assimilate complex instructions easily.

Verbal Reasoning

Employees who interpret routine communications effectively with an ability to analyse more complex verbal information.

Numerical Ability

Employees who utilise routine numerical information in their work and who may occasionally be required to perform more complex calculations.

Numeric Reasoning

Employees who can efficiently base their decisions on numerical data and who can communicate this data in easily understood formats.

Behavioural Traits Scales

Energy Level

Employees who respond well to demands on their time and generally work at a brisk pace.

Assertiveness

Employees who are highly motivated by authoritative positions and who rarely seek out the role of follower. Highly assertive.

Sociability

Employees who are somewhat reserved, but capable of presenting ideas and viewpoints to others with some motivation derived by working with others.

Manageability

Employees who are effective without direct management, yet welcome some structure and supervision as needed.

Attitude

Employees who demonstrate a positive attitude, yet are not required to resist the expression of frustration in order to achieve success in their work.

Decisiveness

Employees who respond at an even pace and maintain effective time management skills when making decisions.

Accommodating

Employees who tend to respond appropriately to the needs of others but are not required to maintain an expression of accommodation in their routine duties.

Independence

Employees who demonstrate some level of independence, but function best when provided supervision and structure.

Objective Judgement

Employees who utilise data in order to make deliberate decisions based on the logical application of objectivity and practicality.

Interests Scales

Financial/ Administrative

Employees who are motivated by administrative duties or financial information processing.

Enterprising

Employees who are motivated by the competitive, fast-paced world of sales and management.

People Service

Employees who are motivated by a position that offers the opportunity to help others or provide some facilitative service.