matchreport

Medical Sales Representative – MSR0014
Jane Doe
jdoe@anymail.com
Job-Person Match: 87.1%
Nov 30, 2014

Executive Summary

Competencies – 8/10 match

Potential Strengths	*Potential Challenges*
Taking Initiative	Logical Thinking
Networking	Goal Focus
Persuading	

Reasoning Ability – 10/10 match

Potential Strengths	*Potential Challenges*
Verbal Reasoning Ability	
Numerical Reasoning Ability	

Work Culture – 6/10 match

Potential Strengths	*Potential Challenges*
High-Powered	Expert
Teamwork	Leadership
Resourced	Competitive

Skills – 10/10 match

Potential Strengths	*Potential Challenges*
Delivering Presentations	
Strategic Selling	

How to use this **match**report

Use this **match**report to:

- Explore how well this candidate is likely to meet the specific demands of this job

- Decide whether to invite this candidate to further selection

- Identify issues to explore during further selection

- Base future performance management on reliable, accurate data about this candidate's potential
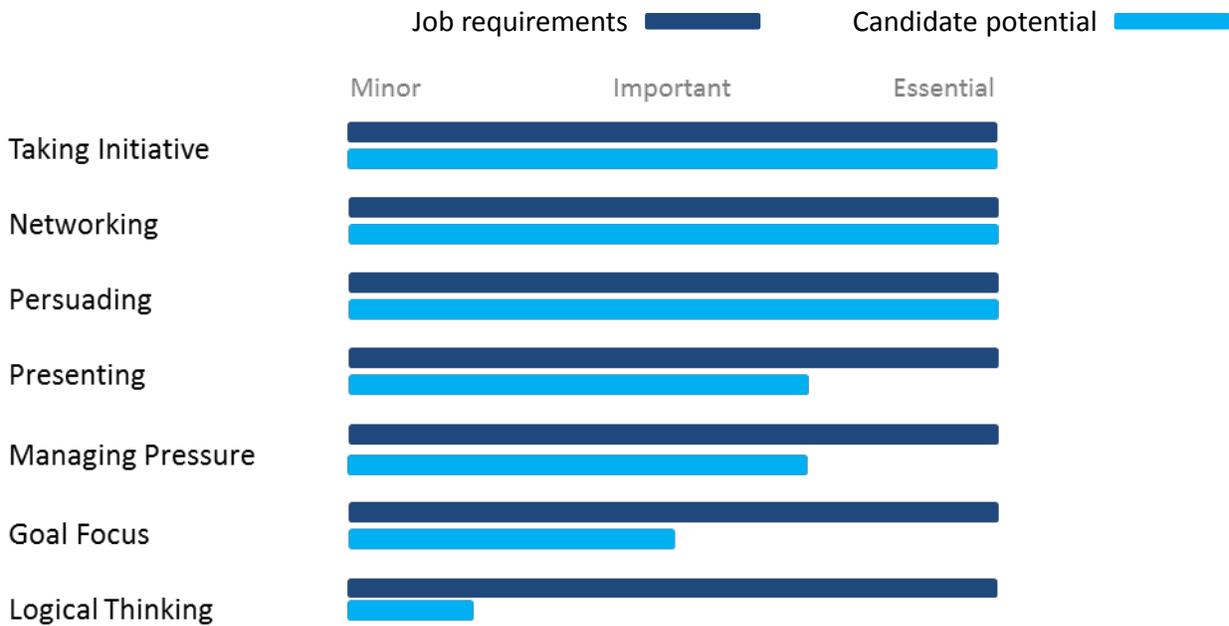
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Match on Competencies: 8/10

Competencies are the behaviors and personality factors that drive high performance at work. This candidate has a strong match with the job's Competency demands.
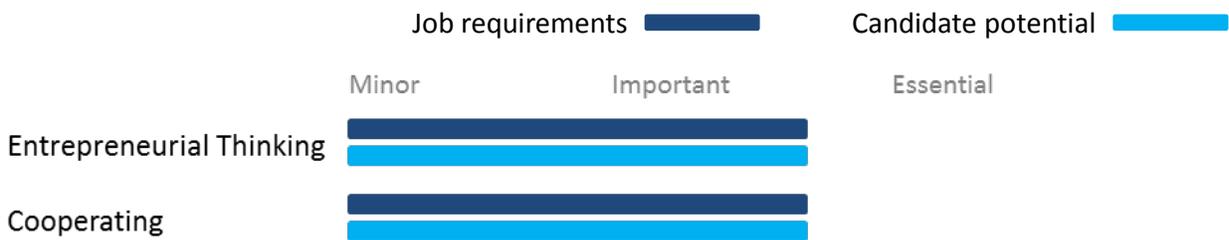
Defining Competency Matches
These competencies are of defining importance for high performance in this job.

Job requirements ▬▬ Candidate potential ▬▬

	Minor	Important	Essential

Taking Initiative
Networking
Persuading
Presenting
Managing Pressure
Goal Focus
Logical Thinking

Important Competency Matches
These competencies are important for high performance in this job.

Job requirements ▬▬ Candidate potential ▬▬

	Minor	Important	Essential

Entrepreneurial Thinking
Cooperating

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Minor Competency Matches

These competencies are of minor importance for high performance in this job.

Job requirements ▬   Candidate potential ▬

	Minor	Important	Essential

Focusing on Quality

Innovating

Managing

Adapting

Ethics

Writing

Researching

Organizing

Innovating

Expertise

Strategizing
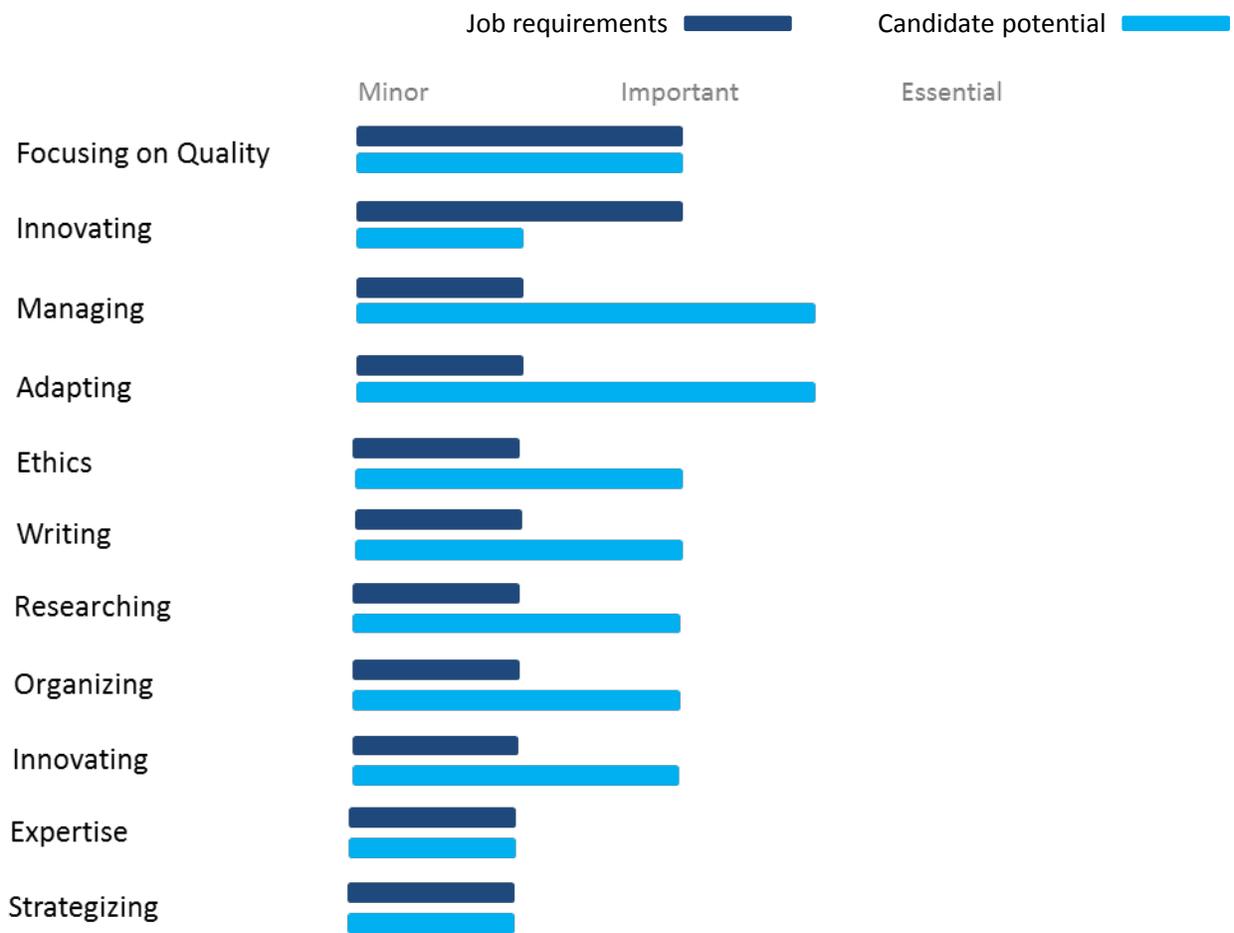
Match on Reasoning Ability: 10/10

Verbal Reasoning Ability

Verbal reasoning describes the candidate's ability to comprehend and reason with written information.

	N/A	Minor	Significant	Essential
Job requirement				
Candidate level				

This candidate's **Verbal Reasoning Ability** was assessed as very good (at the 99th percentile of test-takers), and since Verbal Reasoning was rated as a significant part of this job, it is **very likely to meet or exceed job requirements**, and is a major strength for this candidate.

Numerical Reasoning Ability

Numerical reasoning assesses the candidate's ability to comprehend and reason with numerical data.

	N/A	Minor	Significant	Essential
Job requirement				
Candidate level				

This candidate's **Numerical Reasoning Ability** was assessed as very good (at the 99th percentile of test-takers), and since Numerical Reasoning was rated as a significant part of this job, it is very **likely to meet or exceed job requirements** and is a major strength for this candidate.

Match on Work Culture: 6/10

Work Culture is the setting or working environment for this job. The closer the match between a candidate's Ideal Work Culture and the job's Actual Work Culture, the more likely the candidate is to be motivated to deliver high performance.

The chart below shows the match between this candidate's Ideal Work Culture and the Actual Work Culture for this job.

N.B. Candidates' Ideal Work Cultures are often higher than the Actual Work Culture for a job, so it is important to look at the pattern of fit as well as the difference in levels.

Steady-state		High-Powered
Managed		**Leadership**
Independent		Teamwork
Collaborative		Competitive
Business-Focused		Ethical
Generalist		Expert
Self-Starter		Supportive
Balanced		Performance
Efficient		Well-Resourced

This candidate wants significantly more of a Leadership Culture and less of an Expert and Competitive Culture than the Actual Work Culture of this job.
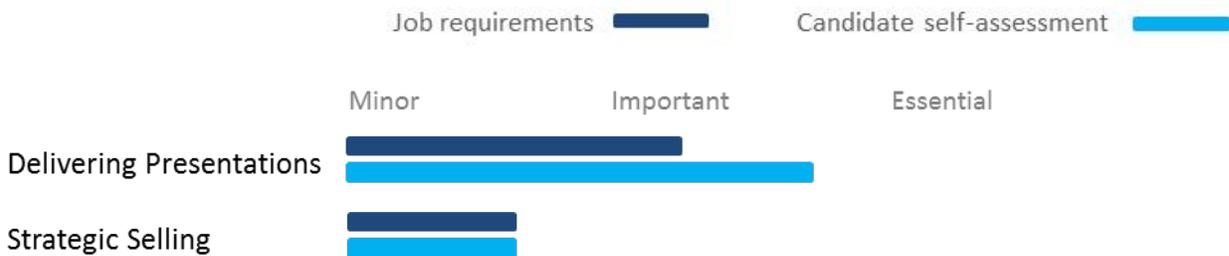
Match on Skills: 10/10

Skills are the specialist knowledge, skills or qualifications necessary to do the job.

Candidates self-assessed their level in the following Skills. Self-assessment is often a reliable guide to Skills, but we recommend specific testing for Skills that are important or critical requirements for this job.

Skill ratings can change. Many skills – unlike Competencies and Reasoning Ability – can be developed reasonably easily and quickly, so a candidate with a relatively low Skill match at hiring may turn out to be an outstanding performer in the job.

The table below shows how this candidate's self-assessed skills match the skills identified as necessary for this job.

Appendix A: Competency Definitions

Competency	Typically involves
Taking Initiative	- Taking responsibility for actions, projects and people , - Being a self-starter and working well independently, - Being proactive and not afraid to make changes, - Making quick, clear decisions, even when faced with tough choices or serious risks
Managing	- Giving clear directions, - Motivating and empowering others, - Hiring great performers, - Coaching and developing others, - Setting appropriate standards of behavior
Cooperating	- Showing respect for others and their views, - Consulting with others, sharing information and expertise, - Showing empathy, listening, supporting and caring, - Building team spirit and getting new team members onboard
Ethical Responsibility	- Living your values, - Showing you're serious about equal rights and justice for all, - Building diverse teams, - Encouraging everyone - organizations and individuals - to act responsibly towards the community and environment
Networking	- Building great relationships with customers and colleagues, - Getting along with everybody, - Building wide and effective networks of contacts, - Using appropriate humor to bond with others
Persuading	- Getting people to go along with what you want , - Working the politics to get results, - Convincing, negotiating and persuading successfully, - Speaking up for your own and others' ideas, - Making a big personal impact

Competency	Typically involves
Presenting	- Being relaxed and highly credible when you speak in public, - Expressing yourself clearly, no matter how complex the subject, - Showing confidence in front of an audience, - Checking in regularly with your audience and fixing anything about the way you're communicating that isn't working for them
Writing	- Writing convincingly, clearly and to the point , - Skipping the jargon and gussied up phrasing, - Being logical and structured when you write, - Making your writing easy to read, - Reaching your readers where they're at
Applying Expertise	- Demonstrating your expertise and applying it effectively, - Using technology to get things done better, faster or more efficiently, Keeping up to date in your field, - Understanding how the organization works
Logical Thinking	- Being comfortable with data: sifting through the details to identify patterns and relationships, - Getting to the root of problems, asking the right questions and thinking through each step until you get to the answer, - Making decisions based on logic and careful weighing of evidence, - Showing others how a single issue can be part of a larger system
Researching	- Getting up to speed quickly on new tasks and information, - Supporting your opinions with evidence, - Getting the point immediately when presented with new information, - Encouraging others to think about what they can do to improve, and sharing tips and ideas
Innovating	- Constantly coming up with new ideas, - Creating groundbreaking products and designs, - Considering multiple potential solutions to a problem, - Thinking outside the box

Competency	Typically involves
Strategizing	- Making accurate predictions, - Producing plans that are focused, detailed and take the big picture into account, - Making your ideas feel real and complete to others, - Drilling down to determine what needs to be done to achieve goals
Organizing	- Setting clear, well-defined objectives, - Planning in advance, and not being fazed if you need to make changes, - Managing your time and always knowing where you're at with tasks and responsibilities, - Knowing what you need to get a job done, and how to obtain those resources
Focusing on Quality	- Making customer satisfaction a priority, - Setting high standards for quality and efficiency, and ensure those standards are achieved, - Organizing your work effectively, breaking it down into tasks and working through them steadily, - Delivering on your targets
Following Instructions	- Following instructions really well, - Keeping to task and staying on schedule, - Not questioning instructions unnecessarily, - Showing loyalty and commitment to your employer, - Making sure you stick to safety codes and other legal requirements
Adapting	- Adapting well when things change and dealing well with the uncertainties, - Getting on board quickly with new ideas or changes in plan, - Changing your approach to suit the person and the situation, - Trying out new things

Competency	Typically involves
Managing Pressure	- Being cheerful and positive, - Staying on task, even when the stress levels around you start rising, - Keeping cool when criticized and learning from the feedback, - Balancing your work and your personal life
Goal Focus	- Welcoming a challenge, - Working hard, putting in long hours if necessary, - Being ambitious and wanting to make a difference, - Thriving on responsibility, - Showing dedication to personal development and improving your performance
Entrepreneurial Thinking	- Acting entrepreneurial - spotting gaps in the market and finding ways to get better results at work, - Knowing everything that's going on in your workplace, including what's about to change, - Keeping up to date with business competitors, and with what's going on in the industry, - Being comfortable with the financial side of work: cost control and thinking about profit

Appendix B: Work Culture Factor Definitions

Factor	Typically involves
High Powered	Opportunities for development, career progression, different roles in a career and a good income.
Performance Focus	Demanding goals, high workloads, high standards and commitments outside working hours.
Competition	A competitive environment and industry, focus on financial outcomes and pay for results.
Ethical	Work in line with own values, in a socially responsible organization that is ethical and treats employees fairly.
Leadership Opportunities	Managing people, having status and influence beyond own job.
Teamwork Centered	Quality and quantity of social contact, team work and opportunities to interact with people outside the team and organization.
Personal Impact	Autonomy, task variety and varied work locations. Opportunities to voice one's opinion and apply expertise.
Supportive	Role clarity, job security, supportive supervisors and feedback on work.
Resources	A physically pleasant work environment, adequate resources for the job and adherence to safety procedures.