



Job Match Profile

Senior Manager : John Smith

Overall Fit Score: 72.8%



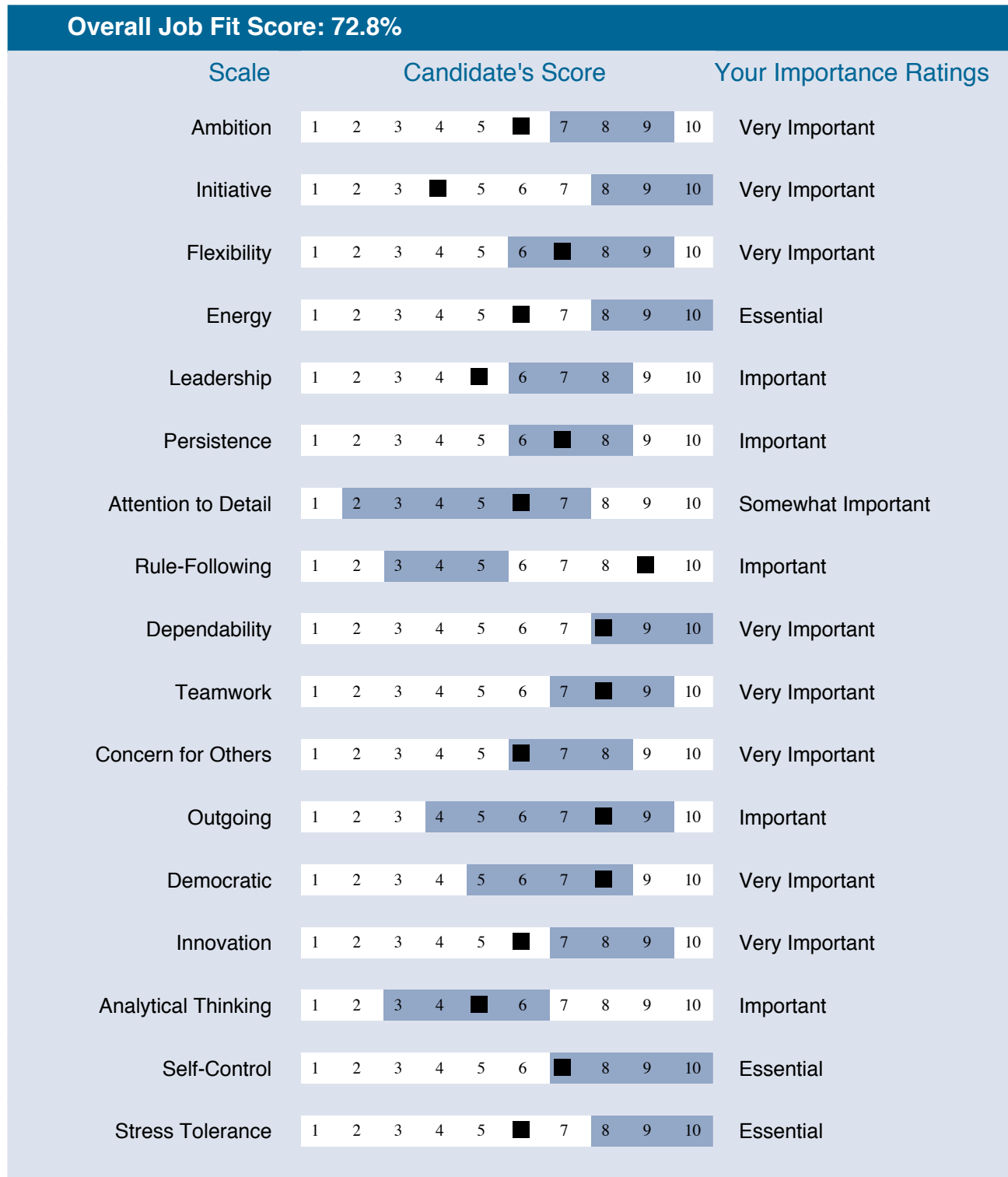
Social Desirability Score: 5

A score of 8 or above indicates the candidate may have responded in a socially desirably manner. High results should be verified through other methods.

The WPI Job Match Report compares a candidate's behavioural traits with those your organization has identified as necessary for successful job performance. The Job Match indicates how similar the candidate's profile is to the requirements of the position listed on this report. On the following pages the candidate's results are indicated by a black square on the report. The shaded areas indicate the levels that you indicated as necessary for being successful in this job.

The WPI Job Match Report focuses on the behavioural requirements for the job, and does not provide information on the candidate's knowledge or ability. Therefore, this report should be used with other sources of information such as job interviews, background checks and other assessments when making selection decisions. Psychometrics Canada is not responsible for how this information is gathered or used in making selection decisions.





The shaded areas represents the profile provided by your organization for this job.

The represents the candidate's score.

Achievement Orientation

6 **Ambition** **Very Important**

easy going, non-competitive, focus on achievable, less ambitious targets

sets difficult goals, has high aspirations, competitive and driven to succeed

4 **Initiative** **Very Important**

prefers stable work, undertakes new projects only after discussion with others

proactive, quickly takes initiative, enjoys identifying and solving new challenges

7 **Flexibility** **Very Important**

values order and predictability, prefers adaptation to innovation

prefers variety and novelty, adapts quickly to change, dislikes routine

6 **Energy** **Essential**

likes to work at a steady pace, dislikes pressure filled work

very energetic, works well under pressure, tends to be involved in many activities

5 **Leadership** **Important**

avoids leadership positions, consultative, happy to let others lead

assumes leadership positions, dominant and forceful, enjoys influencing others

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Conscientiousness

7 Persistence **Important**

prefers work that can be completed quickly, dislikes overcoming obstacles

1 2 3 4 5 6 7 8 9 10

enjoys overcoming obstacles, very persistent, works until task is finished

6 Attention to Detail **Somewhat Important**

focuses on global issues, not preoccupied with detail, will cut corners to meet deadlines

1 2 3 4 5 6 7 8 9 10

well organized, methodical, enjoys detailed work

9 Rule-Following **Important**

not restricted by rules, prefers general guidelines to specific regulations

1 2 3 4 5 6 7 8 9 10

follows rules and regulations even when inconvenient, likes specific guidelines

8 Dependability **Very Important**

places less importance on meeting deadlines, casual about work requirements

1 2 3 4 5 6 7 8 9 10

dependable, meets obligations and deadlines

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Social Orientation

8 **Teamwork** **Very Important**

formal and reserved, does best work when alone

1	2	3	4	5	6	7	8	9	10
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prefers work that involves social interaction, likes getting others involved

6 **Concern for Others** **Very Important**

unaware of others feelings, reluctant to get involved in peoples problems

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caring and understanding, shows concern for others, sympathetic

8 **Outgoing** **Important**

quiet and shy, prefers small groups, rarely seeks people out

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talkative and outgoing, enjoys meeting new people


8 **Democratic** **Very Important**

makes decisions independently, seldom looks for advice

1	2	3	4	5	6	7	8	9	10
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makes decisions through consultation, works well with supervision

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Practical Intelligence

6 Innovation **Very Important**

prefers using and building upon established methods, avoids unconventional ideas creative and original, likes solving problems, intellectually curious

1	2	3	4	5	6	7	8	9	10
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5 Analytical Thinking **Important**

spontaneous, makes quick decisions, relies on personal instinct to guide choices analytical, cautious and deliberate, takes logical approach to problem solving

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Adjustment

7 Self-Control **Essential**

very open with thoughts and feelings, can be impatient and easily annoyed maintains composure, hides feelings from others, slow to anger

1	2	3	4	5	6	7	8	9	10
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6 Stress Tolerance **Essential**

dislikes high-pressure work, finds it hard to relax, quickly becomes tense makes decisions through consultation, works well with supervision

1	2	3	4	5	6	7	8	9	10
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Senior Manager