



# Job/Talent Fit Comparison

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## **Job/Talent Fit Comparison**

Program Director

8-23-2007



# INTRODUCTION

*Where Opportunity Meets Talent™*

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This report compares a specific Job Fit benchmark to the results of one to five Talent Fit reports. Use the following guidelines to effectively interpret the results.

## INTERPRETATION GUIDELINES

When you compare a person to a specific job benchmark, you must ask yourself some very important questions with regard to the top three areas in Section 1 and the top three areas in Section 2. In section 3 compare what types of tasks the job requires to what the person prefers. The answers to these questions will maximize the use of this report:

### REWARDS/CULTURE

- How will a person feel if they have to spend eight hours a day in a culture that does not reward their passion?
- How will a person feel if he/she has negative feelings about the built-in rewards and culture of the job?

### BEHAVIORAL TRAITS

- How will a person feel about being required to make a major behavioral change, and how will that affect productivity?

### TASK QUOTIENT

- How will the person respond when required to perform non-preferred tasks on a daily basis?
- How challenged will the person be to perform at levels of excellence if the tasks are not the preferred tasks for professional satisfaction?

### ADDITIONAL CONSIDERATION

- How are other people in the same job performing based on the results of their Talent Fit Report?



# INTRODUCTION

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## SECTION 1: REWARDS/CULTURE HIERARCHY (6 AREAS)

This section clearly identifies the rewards/culture of the job, which defines its sources of motivation, and compares the talent results in each of these areas. It clarifies "why" and "in what kind of environment" this job will produce success.

## SECTION 2: BEHAVIORAL HIERARCHY (8 AREAS)

This section provides the behavioral traits demanded by the job and compares the talent for each trait. The higher the ranking, the more important the behavioral trait will be to the job for stress reduction and superior performance.

Note: Sections 1 and 2 (above) are presented on a 0-10 point scale to clearly illustrate the job benchmark and corresponding results of the individual talent report(s).

## SECTION 3: TASK QUOTIENT COMPARISON

This section shows the task distribution required by the job and the preferred task distribution of the individual(s). When the job and an individual are a close match, the individual is more likely to receive satisfaction from the job.

## SECTION 4: REWARDS/CULTURE FEEDBACK

This section expands on the fact that every job in every organization has its own culture. The culture of any job is clearly defined by how it rewards superior performance.

## SECTION 5: BEHAVIORAL FEEDBACK

This section clarifies the nature of the behavioral traits demanded by the job.

Note: The information provided in Sections 4 and 5 (above) offers you a better understanding of the job requirements for superior performance based on the top three rewards/culture and the top three behavioral traits. Read each one to gain insights about the job. This information is designed to apply to coaching and other developmental activities for the person(s) selected to perform this job.



## INTRODUCTION

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This comparison report is based on the hierarchy of the job benchmark. The report uses raw numbers generated from the job and talent scoring. The job may call for something to be very important; however, people rarely bring perfection and complete mastery to any job. The job could call for the person to be a perfect 10; however, do not exclude people from consideration based solely on the gap(s) between the job benchmark and their talent score.

If a person is poor in an area that the job benchmark has identified as "very important," you must ask the difficult questions to determine if that would keep a person from achieving and maintaining superior performance.

Note: THE ORDER IN WHICH A PERSON'S NAME APPEARS IS NOT BASED ON THE PERSON'S MATCH TO THE JOB. THE ORDER IS BASED SOLELY ON THE ORDER IN WHICH TALENT REPORTS WERE SELECTED BY THE ORIGINATOR OF THIS REPORT.

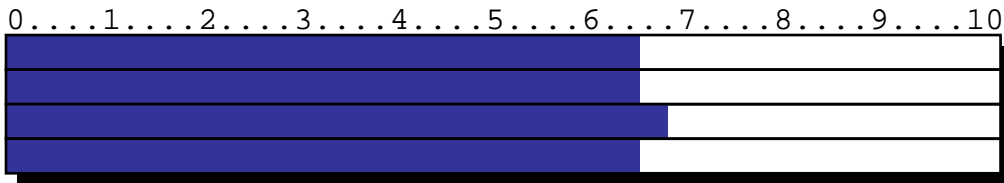


Section 1

# REWARDS/CULTURE HIERARCHY

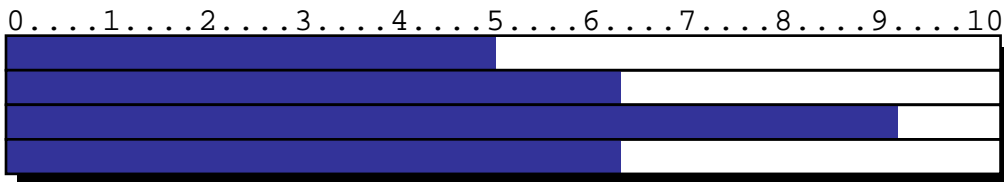
*These graphs are based on the hierarchy of the job benchmark's rewards/culture in descending order from highest required by the job to the lowest. Gaps may point to a job culture that does not match the person's passion and may produce negative feelings about the job.*

## 1. INDIVIDUALISTIC/POLITICAL



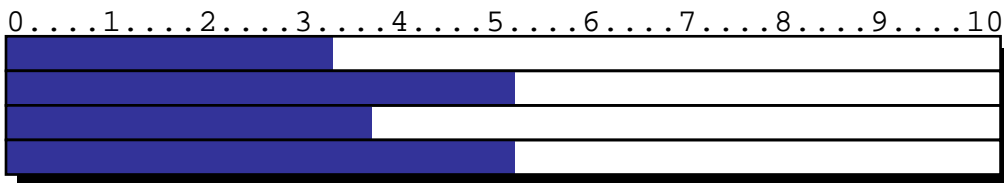
6.5 **Job**  
 6.5 Bob Candidate  
 6.8 Sarah Sample  
 6.5 Ken Tester

## 2. SOCIAL



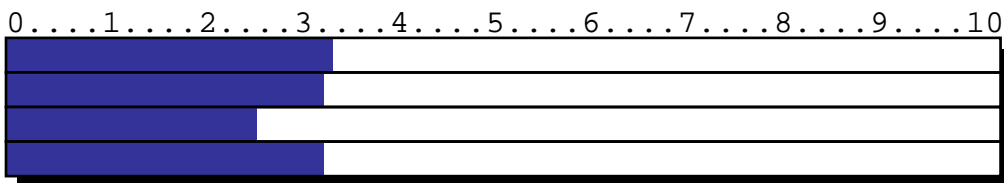
5.0 **Job**  
 6.3 Bob Candidate  
 9.2 Sarah Sample  
 6.3 Ken Tester

## 3. THEORETICAL



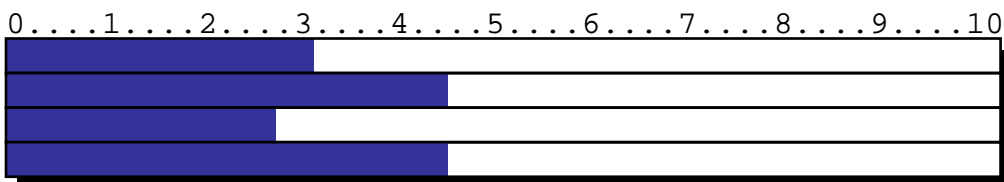
3.3 **Job**  
 5.2 Bob Candidate  
 3.7 Sarah Sample  
 5.2 Ken Tester

## 4. TRADITIONAL/REGULATORY



3.3 **Job**  
 3.2 Bob Candidate  
 2.5 Sarah Sample  
 3.2 Ken Tester

## 5. AESTHETIC



3.1 **Job**  
 4.5 Bob Candidate  
 2.7 Sarah Sample  
 4.5 Ken Tester



Section 1

# REWARDS/CULTURE HIERARCHY

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## 6. UTILITARIAN/ECONOMIC

0 . . . . 1 . . . . 2 . . . . 3 . . . . 4 . . . . 5 . . . . 6 . . . . 7 . . . . 8 . . . . 9 . . . . 10



3.0 **Job**  
4.3 Bob Candidate  
5.2 Sarah Sample  
4.3 Ken Tester



Section 2

# BEHAVIORAL HIERARCHY

*This section is designed to give a visual understanding of the behavioral traits demanded of the job and the natural behavioral style(s) of the individual(s). The graphs are in descending order from the highest rated behavioral traits required by the job to the lowest. In comparing the results in this section, it is important to note how gaps may indicate a level of stress that could be created when a person is forced to adapt behavior that is not his/her natural style.*

## 1. ORGANIZED WORKPLACE

0 . . . . 1 . . . . 2 . . . . 3 . . . . 4 . . . . 5 . . . . 6 . . . . 7 . . . . 8 . . . . 9 . . . . 10



6.5 **Job**  
6.0 Bob Candidate  
2.0 Sarah Sample  
7.0 Ken Tester

## 2. URGENCY

0 . . . . 1 . . . . 2 . . . . 3 . . . . 4 . . . . 5 . . . . 6 . . . . 7 . . . . 8 . . . . 9 . . . . 10



6.0 **Job**  
6.5 Bob Candidate  
5.0 Sarah Sample  
3.0 Ken Tester

## 3. ANALYSIS OF DATA

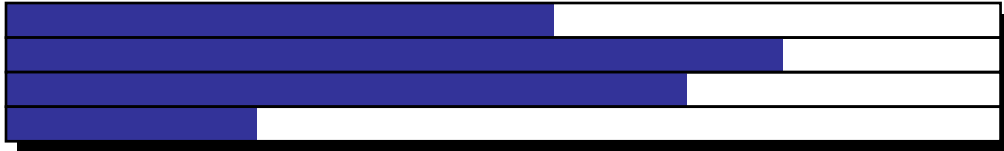
0 . . . . 1 . . . . 2 . . . . 3 . . . . 4 . . . . 5 . . . . 6 . . . . 7 . . . . 8 . . . . 9 . . . . 10



6.0 **Job**  
6.5 Bob Candidate  
2.5 Sarah Sample  
7.0 Ken Tester

## 4. VERSATILITY

0 . . . . 1 . . . . 2 . . . . 3 . . . . 4 . . . . 5 . . . . 6 . . . . 7 . . . . 8 . . . . 9 . . . . 10



5.6 **Job**  
8.0 Bob Candidate  
7.0 Sarah Sample  
2.5 Ken Tester

## 5. FREQUENT CHANGE

0 . . . . 1 . . . . 2 . . . . 3 . . . . 4 . . . . 5 . . . . 6 . . . . 7 . . . . 8 . . . . 9 . . . . 10



5.2 **Job**  
5.8 Bob Candidate  
6.8 Sarah Sample  
3.5 Ken Tester

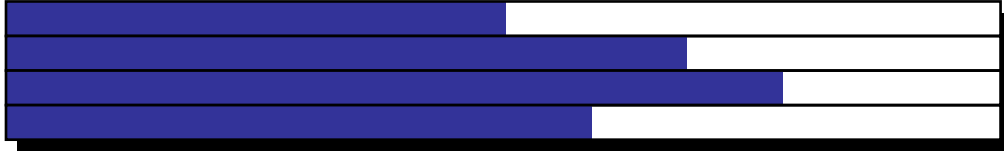


Section 2

# BEHAVIORAL HIERARCHY

## 6. CUSTOMER ORIENTED

0...1...2...3...4...5...6...7...8...9...10



5.1 **Job**  
7.0 Bob Candidate  
8.0 Sarah Sample  
6.0 Ken Tester

## 7. FREQUENT INTERACTION WITH OTHERS

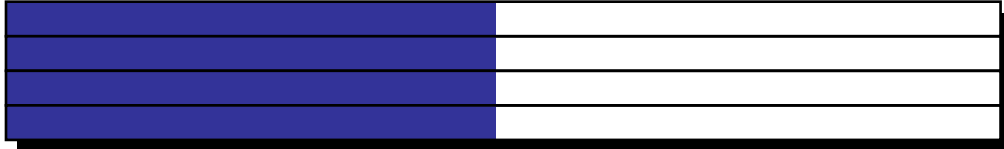
0...1...2...3...4...5...6...7...8...9...10



5.0 **Job**  
8.0 Bob Candidate  
9.0 Sarah Sample  
3.0 Ken Tester

## 8. COMPETITIVENESS

0...1...2...3...4...5...6...7...8...9...10



5.0 **Job**  
5.0 Bob Candidate  
5.0 Sarah Sample  
5.0 Ken Tester

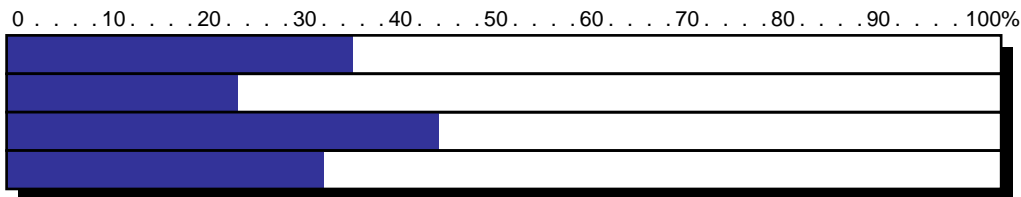




## Section 3 TASK QUOTIENT COMPARISON

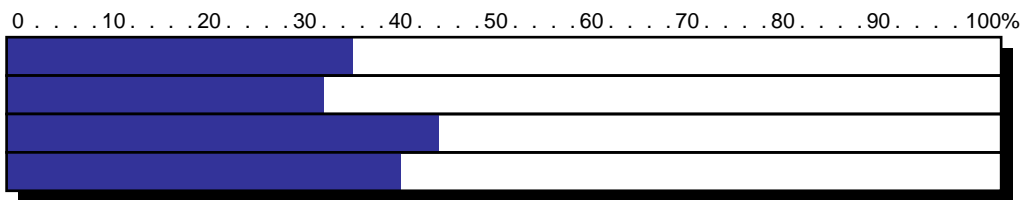
*This section is designed to give a visual understanding of the actual task distribution required by the job in comparison to the preferred task distribution of the individual(s). The closer the match between the two, the more likely the individual will receive satisfaction from the task distribution of the job.*

### 1. TROUBLESHOOTING



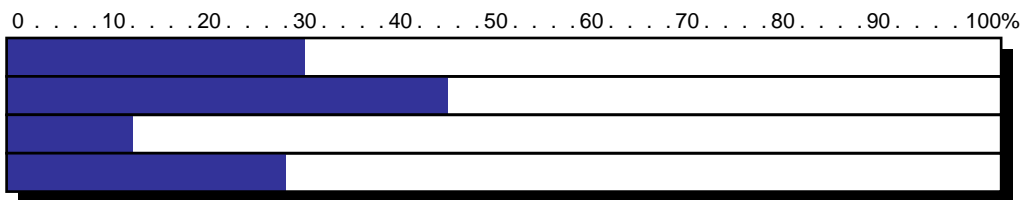
35 **Job**  
23 Bob Candidate  
44 Sarah Sample  
32 Ken Tester

### 2. PROJECT



35 **Job**  
32 Bob Candidate  
44 Sarah Sample  
40 Ken Tester

### 3. ROUTINE



30 **Job**  
45 Bob Candidate  
12 Sarah Sample  
28 Ken Tester



#### Section 4

## REWARDS/CULTURE FEEDBACK

*This section provides you with a better understanding of the culture of this job. The culture of any job is clearly defined by how it rewards superior performance. Feedback is provided on the three most highly ranked attributes. Read each one to gain insights about the job. This information is designed to apply to coaching and other developmental activities for anyone selected to perform this job.*

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### 1. INDIVIDUALISTIC/POLITICAL

- Rewards those who value personal recognition, freedom and control over their own destiny and others.

### 2. SOCIAL

- Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.

### 3. THEORETICAL

- Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



## Section 5

# BEHAVIORAL FEEDBACK

*This section clarifies the nature of the behavioral traits demanded by the job. Feedback is provided on the three most highly ranked traits. Read each one to gain insights about the job. This information is designed to apply to coaching and other developmental activities for anyone selected to perform this job.*

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### 1. ORGANIZED WORKPLACE

- The job's success depends on systems and procedures. Its successful performance is tied to careful organization of activities, tasks and projects that require accuracy. Record keeping and planning are essential components of the job.

### 2. URGENCY

- The job requires decisiveness, quick response, fast action. It will often be involved in critical situations demanding that on-the-spot decisions be made with good judgment. The job will repeatedly face important deadlines that must be met on time.

### 3. ANALYSIS OF DATA

- The job deals with a large number of details. It requires that details, data and facts are analyzed and challenged prior to making decisions and that important decision-making data is maintained accurately for repeated examination as required.