

Sifting Report

by Psychological Consultancy Ltd.

Simon Sample

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INTRODUCTION

This PROFILE:MATCH™ Sifting Report is a simplified one-page summary of key findings. It is designed to assist in short-listing the most likely prospects from a wider pool of candidates. The report shows graphically how well candidates match with selected job competencies and provides questions (over page) that highlight areas where further clarification of evidence of competence may be required.

A PROFILE:MATCH™ Selection Report with full competency descriptions and detailed narrative based on the same assessment data is available for Simon Sample at a special discounted price. These more comprehensive reports should in any case be used for all short-listed candidates.

	VERY POOR MATCH	POOR MATCH		AVERAGE MATCH			GOOD MATCH		VERY GOOD MATCH	
	1	2	3	4	5	6	7	8	9	10
MOTIVATION					5					
PERSUASIVE COMMUNICATION				4						
CREATIVE		2								
DECISION MAKING					5					
STRATEGIC AWARENESS				4						
INTERPERSONAL SKILLS							7			
LEADERSHIP POTENTIAL					5					
PLANNING AND ORGANISING							7			
FLEXIBILITY			3							
RESILIENCE							7			

Validity of these results

Simon Sample endorsed 10 items on the PROFILE:MATCH™ Consistency scale. This score indicates that the profile is valid and interpretable.

Areas to explore further

Simon Sample

The following questions were raised by the PROFILE: **MATCH**™ assessment. Each will highlight a potential issue associated with the candidate's score on one of the personality scales contributing to that competency. You are encouraged to use this summary as a prompt for competency based interview questions, adapting them for the job concerned and taking any other information that could be relevant into account. Alternatively, you may want to upgrade to a PROFILE: **MATCH**™ Interview Guide Report.

Motivation

Does his easy going nature translate into a lack of initiative and energy at work?

Does his strong commitment to established company values and procedures interfere with attitudes towards organisational change?

Does his desire for popularity stop him from confronting difficult issues, or interfere with getting the job done?

Persuasive Communication

Is he imaginative or inventive enough to think on his feet when dealing with objections or counter-arguments in a face to face situation?

Is he so amiable that he will fail to confront others or to pursue his purpose with determination?

Creative

Is he comparatively unimaginative?

Does he focus on the immediate practicalities and fail to appreciate the implications of the wider context for creating effective solutions?

Does Simon have sufficient drive, competitiveness and personal ambition to bring ideas through to fruition?

Is he so attached to established traditions or conventions that he may not maximise his capacity for more innovative ideas?

Decision Making

Does he lack the imagination needed to see the bigger picture and to expand the range of options considered?

Does he find it difficult to make decisions that involve risk or that stray from a narrow interpretation of company policy?

Is he so logical, rational and detached that he appears to lack an appreciation of less tangible, more intuitive approaches and, for this reason, misses out on some potentially innovative developments?

Strategic Awareness

Is he so focused on immediate practicalities that he is unaware of the big picture and wider strategic issues?

Is he so unquestioning and conventional in his thinking that he lacks the imagination to conceive the radical strategies that may be called for?

Does he have difficulty in thinking outside the accepted traditions and established policies and procedures?

Interpersonal Skills

Does his social reticence and contentment with his own company reduce the opportunities he has to build and maintain relationships?

Areas to explore further
continued

Simon Sample

Does his desire to avoid conflict and maintain harmonious relationships, prevent him from expressing potentially unpopular opinions?

Leadership Potential

Although seemingly uncompetitive, are there times when he has been able to engage in missions purposefully and to influence and motivate others, or is this an area for development?

Is he aware that his down-to-earth outlook may mean that he is not tuned into the wider vision and into more innovative strategies and solutions?

Is Simon likely to get so personally involved with colleagues and their needs and concerns that he would have difficulty in maintaining a purposeful, task-focused approach?

Does his need to avoid conflict and maintain harmonious relationships stop him from expressing potentially unpopular opinions?

Planning and Organising

Is he over confident about his grasp of all the variables, and so tolerant of uncertainty and ambiguity, that he may overlook something critical?

Is he always so concerned about structure, and so wedded to established procedures, that he has difficulty in appreciating the required pace of change?

Is he so rule bound and compliant that he over-reacts to high-spirited behaviour or minor misdemeanours?

Flexibility

Is he unimaginative, having little desire for variety or change?

Is he rule-bound and slow to appreciate the need for change?