



Report designed for Performance Model

Widget Binder

ProfileXT[®] Candidate Matching

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Summary

This report provides a comparison of selected candidates to the Widget Binder Performance Model. This information will help organize 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 Behavioral Traits combined.

You should select candidates appropriate for the Widget Binder 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	Widget Binder % Match
Trisha Marie Albert	81%
Kelly Darnell Aaron	78%
Howard James Jones	74%
Samantha D Towns	63%

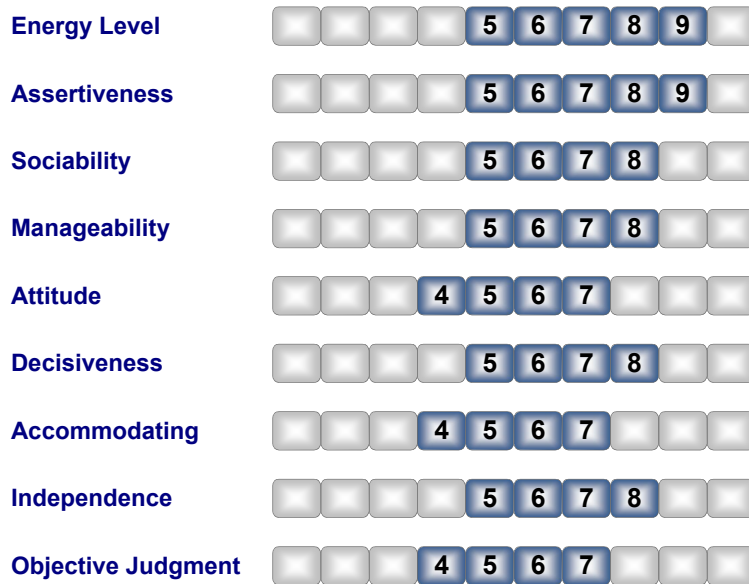
NOTE: Please consult the User's Guide for additional information on using these results. As discussed in the User's Guide for this product, the results from this, or any assessment should never make up more than a third of the final decision in placements.

Summary Graph

The shaded boxes represent the Widget Binder Performance Model.



Thinking Style



Behavioral Traits

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.

-  **Enterprising**
-  **Financial/Administrati**
-  **People Service**

Interests

Employee Descriptions

Thinking Style Scales

Learning Index

Employees who can train within normal limits and yet may occasionally require closer attention when learning new material.

Verbal Skill

Employees who communicate effectively with basic concepts of this position and who respond best to straightforward communications.

Verbal Reasoning

Employees who are capable of discerning the important elements in basic communications and routine verbal instructions.

Numerical Ability

Employees who utilize basic calculations effectively with little responsibility for complex data or sophisticated numerical analysis.

Verbal Reasoning

Employees who can make decisions based on basic numerical data and who understand the basic implications of charts and graphs that explain such data.

Behavioral Traits Scales

Energy Level

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

Assertiveness

Employees who take on leadership roles comfortably but are still capable of following when necessary.

Sociability

Employees who are moderately social, motivated by the opportunity to present their ideas and suggestions and are encouraged by the opportunity to work in a team environment.

Manageability

Employees who respond well to a structured environment and are willing to accept the leadership of others.

Attitude

Employees who respond appropriately to motivational efforts of management, yet are primarily capable of working without expressing a particularly positive attitude.

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 are moderately independent yet can accept necessary supervision and structure.

Objective Judgment

Employees who are effective when able to make decisions based more on intuition than objective measures.

Interests Scales

Enterprising

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

Financial/Administrative

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

People Service

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