

ABC Academy

TRAINING EXCELLENCE

Talent Match Report Selection

Example Job

24 March 2020

Example Candidate

This report provides a summary of the competency potential for this candidate when compared to the role of Example Job. The competency potential scores are based on the candidate's responses to the potential assessments described in this report.

When interpreting the information in this report, the focus should remain on the inherent competency requirements for the role mentioned above. This report only represents the competency potential of this candidate against this specific role. The talent match score should not be generalised to other roles.

For any critical decisions, such as selection decisions, these assessment results must not be used in isolation and should be integrated with other available and relevant recruitment and selection information.

The information contained within this report is likely to remain valid for 12 to 24 months, depending upon circumstances.

Confidential Information

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Introduction to the report

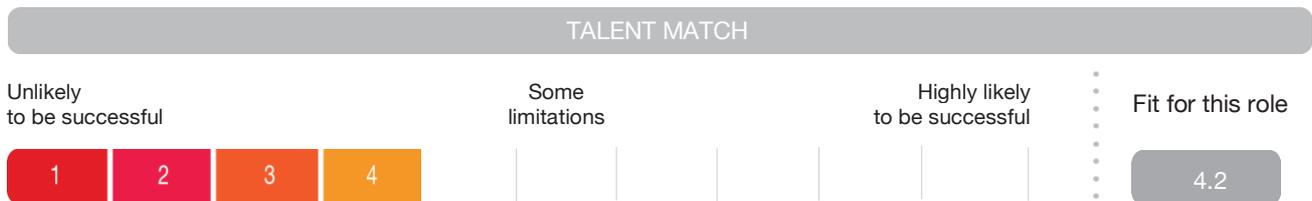
Effective performance in most roles is dependent on the extent to which an individual's likely behaviour is aligned with the behavioural requirements that lead to success in a particular role.

The aim of this report is to provide an indication of **Example Candidate's** potential fit with the most important requirements for the position of **Example Job**.

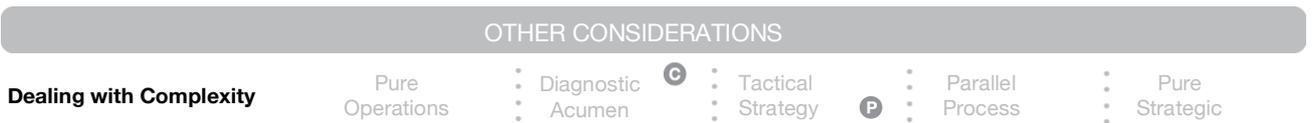
There are several factors that determine if an individual will be successful in a role. Some are backward looking such as qualification and experience, while others relates to the individual's current environment including their relationship with a manager and their team.

This report provides a forward looking perspective.

Summary Profile



Example Candidate is less likely to be successful in the following role/job: **Example Job**.



C = Current P = Potential

Final Recommendation

Following a detailed analysis of all the results, we make the following final recommendation.

This Talent Match Report provides an overview of the key results attained from the assessment and compares this with critical behavioural requirements for a specific role. This report should be read with the detailed reports from each of the assessment methods. The summary report is not intended to be comprehensive and should not be used as the single source of information in the making of any final talent decisions.



EXECUTIVE SUMMARY

This is only an example of an executive summary – Example Candidate's key strengths lie in his problem solving approach that seems to be highly strategic. He seems very much inclined to seek solutions to problems and to identify ways to improve things by generating original ideas. Being quick at getting to the core of a problem he seems to trust his intuition to guide his judgement. He may sometimes be prepared to take risks in decision-making and may even adopt radical solutions. Example Candidate enjoys communicating in writing. He appreciates working with numerical data and it should be noted that his numerical reasoning skills are exceptional. Example Candidate may feel comfortable with giving presentations and may explain things well.

Example Candidate appears to be a composed, fairly competitive and highly principled person. Although he may dislike getting involved in arguments, he is likely to be good at resolving disagreements. He seems to establish rapport extremely quickly when making new friends. He may however be less receptive to feedback than many people and it seems unlikely that he will encourage others to criticise his approach and ask for feedback on his performance. This may lead to a situation where he could be at risk of missing important information when making business and/or career decisions. When considering his approach to people and teamwork, he may be perceived as less emphatic and less considerate than others

Being entrepreneurial by nature, Example Candidate seems to focus on identify business opportunities and negotiating the best deal. He appears to be comfortable with quick decisions and may be prepared to take responsibility for big decisions. Even though he reported a strong sense of self-worth, he seems less self-confident than many people and feels a limited sense of control over his own future. However, he is fairly optimistic and readily accepts change. He may be good at making things happen, but likes to work at a steady pace. He may also be less inclined to prioritise and follow rules and may place less emphasis on meeting deadlines and being punctual than many people. In conclusion, Example Candidate is likely to persevere through difficult challenges and appears to be driven to achieve outstanding results.

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Detailed Profile

	Low			Moderate				High		
	1	2	3	4	5	6	7	8	9	10
Essential behaviours										
Showing Composure		●								
Embracing Change		●								
Making Decisions				●						
Providing Insights						●				
Following Procedures							●			
Checking Things						●				
Documenting Facts						●				
Interpreting Data							●			
Important behaviours										
Examining Information		●								
Upholding Standards						●				
Conveying Self-confidence				●						
Pursuing Goals			●							
Empowering Individuals			●							
Thinking Positively				●						
Interacting with People							●			
Convincing People					●					
Resolving Conflict					●					
Generating Ideas							●			
Exploring Possibilities						●				
Developing Strategies				●						
Essential skills and aptitudes										
Executive Aptitude Abstract		●								
Executive Aptitude Numerical					●					
Executive Aptitude Verbal				●						

Summary and integration of **simulation exercise** information

	Low				Moderate				High	
	1	2	3	4	5	6	7	8	9	10
Planning and Organising ***						6				
Meeting Timescales (Behaviour)						○				
Managing Tasks (Behaviour)				○						
Planning and Organising (Simulation)							○			
Delegation**						6				
Directing People (Behaviour)							○			
Delegation (Simulation)					○					
Leadership***						6				
Empowering Individuals (Behaviour)						○				
Leadership (Simulation)						○				
Judgement***					5					
Examining Information (Behaviour)				○						
Interpreting Data (Behaviour)					○					
Judgement (Simulation)						○				
Problem Analysis***							7			
Examining Information (Behaviour)							○			
Providing Insights							○			
Problem Analysis (Simulation)							○			
Decisiveness***						6				
Taking Action (Behaviour)						○				
Making Decisions (Behaviour)										
Decisiveness (Simulation)					○					
Interpersonal Sensitivity***						6				
Valuing Individuals (Behaviour)					○					
Interpersonal Sensitivity (Simulation)						○				
Customer Service***						6				
Checking Things (Behaviour)					○					
Customer Satisfaction (Simulation)						○				

Fit with Emotional Intelligence profile

The table below indicates the respondent's self-report on his life and workplace performance in 15 key areas of emotional skill that have been proven to contribute to proficiency in complex business activities such as conflict resolution and planning. By identifying the areas that need improvement, the respondent can immediately begin developing those areas. At the same time, areas where the respondent excels can be leveraged to their full potential to maximize effectiveness in daily tasks.



About

Using this summary and additional reports

This Talent Match Report provides an overview of the key results attained from the assessment and compares this with critical behavioural requirements for a specific role.

This report should be read with the detailed reports from each of the assessment methods. The summary report is not intended to be comprehensive and should not be used as the single source of information in the making of any final talent decisions.

About the success profile

The success profile for this role was developed using a well-researched framework of behaviour. The most critical behaviours for this role were selected from this framework by subject matter experts. The success profile is presented in two sections as described below.



About the assessment methods

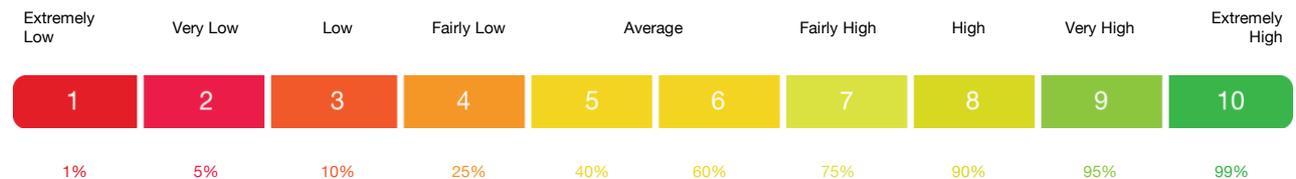
The use of the assessment methods contained in this report is limited to those people who have received specialist training in its use and interpretation.

Questionnaires were completed online and without supervision. Due consideration must be given to the subjective nature of questionnaire-based ratings in the interpretation of this data.

About the scores

The **overall fit score** is a weighted score based on the individuals' fit against the critical and important behaviours, as well as the critical skills and capabilities for this role. The results are based on a 1 to 10 scale where 1 is unlikely to be successful and 10 is highly likely to be successful.

The individual **profile scores** from the assessments have been compared with other individuals who have previously completed the assessment (more about this in the technical information section at the back of the report). Results are based on a 1 to 10 scale as shown below.



*Percentage better than comparison group

About this report

This report is based on assessments that explore an individual's motives, preferences, needs and talents in critical work areas.

Since some of the questionnaires used in this report are self-report measures, the results reflect the individual's self-perceptions. Nevertheless, extensive research has shown these questionnaires to be a valid measure of how people will operate in the workplace.

It should be remembered that the information contained in this report is potentially sensitive and every effort should be made to ensure that it is stored in a secure place.

The report has been derived from the results of an assessment completed by the respondent, and reflects the responses they made.

This report has been generated electronically. TTS-Top Talent Solutions, or its suppliers cannot guarantee that it has not been changed or edited. We accept no liability for the consequences of the use of this report, howsoever arising.

