

Sample Company

Talent Match Report Overview

Executive: Finance

03 Jun 2015

Example Candidate

This report provides a summary of the competency potential for this candidate when compared to the role of Superintendent Production A & I. 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

Introduction to the report

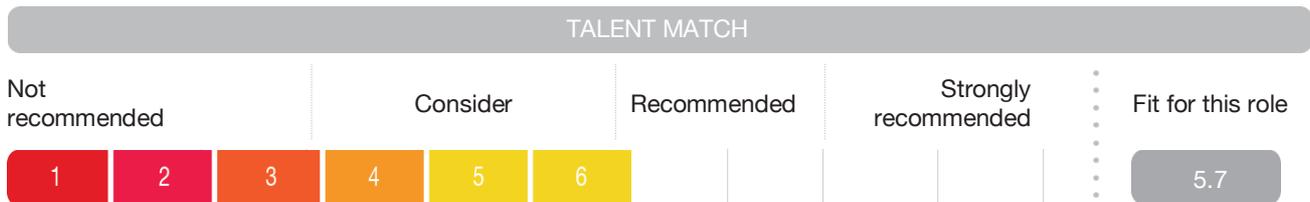
Effective performance in most roles is dependent on the extent to which an individual's likely behaviour is aligned with the behavioural requirements that lead to success in a particular role.

The aim of this report is to provide an indication of **Boitumelo Seemise's** potential fit with the most important requirements for the position of **Superintendent Production A & I**.

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 relate to the individual's current environment including their relationship with a manager and their team.

This report provides a forward looking perspective.

Summary Profile



Boitumelo Seemise is likely to be successful in the following role/job: **Superintendent Production A & I**

| Possible risks for this role | Key strengths for this role |
|---|---|
| Analysis Aptitude Numerical Analysis Aptitude Verbal May be resistant to change and reluctant to take chances* May be unable to admit mistakes or learn from experience* | Adopting Practical Approaches |
| Development opportunities for this role | Good potential for this role |
| Checking Things Establishing Rapport | Taking Action*** Inviting Feedback Convincing People Generating Ideas Interpreting Data Embracing Change*** Exploring Possibilities Providing Insights Analysis Aptitude Diagrammatic |

* This behaviour may be displayed when the individual is under pressure

*** Includes information from simulation

EXECUTIVE SUMMARY

Boitumelo's competency profile indicates that she is likely to be successful in the Superintendent Production A & I role, when compared to the role profile requirements. She is very much inclined to apply practical skills when investigating issues, prefers to learn by doing, is practically minded and applies common sense when solving problems. As a result, she has performed very well on the diagrammatic reasoning assessment. Boitumelo further indicated that she may enjoy the analysis and processing of information as well as working with numerical data. However, her results on the numerical and verbal reasoning assessments as well as the simulation exercise indicate that she may find working with complex verbal and numerical problems much more challenging than others. She seems to be creative and conceptual when producing ideas and may be focused on continuous improvement. An opportunity for development is her detail orientation and she may need to be more thorough to deliver accurate work of good quality. Furthermore, Boitumelo may need to enhance her social skills to be more engaging. Her receptiveness to feedback may stand her in good stead when considering development feedback and learning interventions. Two leadership derailleurs were identified during the assessment process, which may be demonstrated when she is tired, stressed or disengaged. These counter-productive behaviours relate to being bold and being unable to admit mistakes or learn from experience.

Detailed Profile

| | Low | | | Moderate | | | | High | | |
|---------------------------------------|-----|---|---|----------|---|---|---|------|---|----|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| EXCO Leadership Competencies | | | | | | | | | | |
| Providing Insights | | | | | | | ● | | | |
| Generating Ideas | | | | | | | ● | | | |
| Exploring Possibilities | | | | | | ● | | | | |
| Developing Strategies | | | | | | ● | | | | |
| Challenging Ideas | | | | | ● | | | | | |
| Making Decisions | | | | | | ● | | | | |
| Empowering Individuals | | | | | | ● | | | | |
| Pursuing Goals | | | | | | | ● | | | |
| Job Specific Competencies | | | | | | | | | | |
| Examining Information | | | | | | | | ● | | |
| Seizing Opportunities | | | | | | | | | ● | |
| Taking Action | | | | | | | ● | | | |
| Developing Expertise | | | | | | ● | | | | |
| Embracing Change | | | | ● | | | | | | |
| Producing Output | | | | | | | | ● | | |
| Checking Things | | | | | | | ● | | | |
| Following Procedures | | | | | | ● | | | | |
| Understanding People | | | | | ● | | | | | |
| Resolving Conflict | | | ● | | | | | | | |
| Taking Action*** | | | | | | | ● | | | |
| Essential skills and aptitudes | | | | | | | | | | |
| Analysis Aptitude Verbal | | ● | | | | | | | | |
| Analysis Aptitude Numerical | | | ● | | | | | | | |
| Analysis Aptitude Diagrammatic | | | | | | | ● | | | |

Candidate's Culture Fit for XYZ Company

| | Low | | | | Moderate | | | | High | |
|-------------------------------|-----|---|---|---|----------|---|---|---|------|----|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| Walking the Extra Mile | | | | | 5 | | | | | |
| Taking Action | | | | ○ | | | | | | |
| Pursuing Goals | | | | | | ○ | | | | |
| People Orientated | | | | | | | 7 | | | |
| Establishing Rapport | | | | | | ○ | | | | |
| Team Working | | | | | | ○ | | | | |
| Adaptable | | | | | | 6 | | | | |
| Embracing Change | | | | | | ○ | | | | |
| Thinking Positively | | | | | | ○ | | | | |
| Deadline Driven | | | | | | | 7 | | | |
| Meeting Timescales | | | | | | | ○ | | | |
| Producing Output | | | | | | | ○ | | | |
| Go Getter | | | | | | 6 | | | | |
| Conveying Self Confidence | | | | | | | | ○ | | |
| Developing Expertise | | | | | | ○ | | | | |
| Integrity | | | | | | 6 | | | | |
| Upholding Standards | | | | | | | | ○ | | |

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 profiles are presented in two sections as described below.

| | |
|--|--|
| Essential behaviours  | Important behaviours  |
| Essential for performance in nearly all areas of the role | Important for performance in most areas of the role |

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.

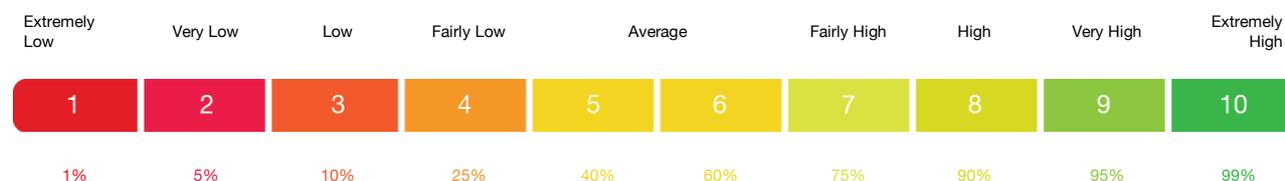
About the scores

The **overall fit score** is a weighted score based on the individual's fit against the essential and important behaviours, as well as the essential 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 in the particular role.

The **summary profile** includes a summary of behaviours and capabilities that are seen as key strengths, good potential, development opportunities or possible risks for the role and are defined below.

| | |
|---|--|
| Possible risks for this role | Key strengths for this role |
| Behaviours or capabilities in this block are essential or important for success in the role, but the individual has extremely low or very low potential in these areas. Sustained performance in these areas is unlikely and presents significant risks for future success. | Behaviours or capabilities in this block are essential or important for success in the role, and the individual has extremely high or very high potential in these areas. Sustained performance in these areas is very likely and presents significant strengths that should lead to future success. |
| Development opportunities for this role | Good potential for this role |
| Behaviours or capabilities in this block are essential or important for success in the role, but the individual has low or fairly low potential in these areas. Where possible, these areas should be developed to ensure sustained performance in this role. | Behaviours or capabilities in this block are essential or important for success in the role, and the individual has high or fairly high potential in these areas. These areas could be used to ensure sustained performance in this role. |

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. This report may also explore an individual's leadership challenges and/or strategic capability.

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. 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.

