

theProfileXT

Confidential Succession Planning Report

For the

Director of Human Resources

Job Pattern

Wednesday, May 7, 2003

Business Insight Technologies

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Job Match Profiles

The following is a comparison of selected candidates to the Director of Human Resources job pattern. The number reported represents the overall match to the selected job pattern for each individual.

Kelly Sample	83%
Greg Jones	82%
Michael Smith	82%
Kristin Person	81%
Jason Labor	81%
Raymond Human	79%
Rick Example	77%
Dave Marsh	76%
Brian Smithville	75%
Tim Timmons	74%
Mark Marsh	70%
John Johnson	68%
Robin Robinson	61%

Please note this report does not measure or consider candidates' education, training, or experience, nor does it consider job skill requirements.

NOTICE:

As discussed in the User's Guide for this product, this job pattern approach to matching individuals to a position provides information of great value and should be an important part of the placement decision. However, the user is reminded that the results from any test should never make up more than a third of the final decision.

ProfileXT Job Description

The “Director of Human Resources” position will require:

Employee Description

Learning Index	Employees who assimilate information within expected norms and can appreciate more complex information processing.
Verbal Skill	Employees who communicate effectively in a variety of settings and can assimilate complex instructions easily.
Verbal Reasoning	Employees who can easily analyze complex verbal information and make reliable interpretations.
Numerical Ability	Employees who utilize routine numerical information in their work and who may occasionally be required to perform more complex calculations.
Numeric Reasoning	Employees who are reasonably efficient about utilizing numerical data in decision-making and who require little assistance in processing graphic representations of this data.
Enterprising	Employees who are motivated by competition, yet also possess less entrepreneurial interests.
Financial/Admin	Employees who are motivated by administrative duties, making budgets and processing numerical information, yet also possess other interests.
People Service	Employees who are motivated by helping others, yet also possess less service-oriented interests.
Technical	This is not one of the top three interests for this position.
Mechanical	This is not one of the top three interests for this position.
Creative	This is not one of the top three interests for this position.
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 motivated by the opportunity to work with others. They often seek opportunities for teamwork.
Manageability	Employees who respond well to a structured environment and are willing to accept the leadership of others.
Attitude	Employees who demonstrate a positive attitude, yet are not required to resist the expression of frustration in order to achieve success in their work.

ProfileXT Job Description

Decisiveness	Employees who respond at an even pace and maintain effective time management skills when making decisions.
Accommodating	Employees who enjoy working with others, even in stressful conditions.
Independence	Employees who are moderately independent yet can accept necessary supervision and structure.
Objective Judgment	Employees who are most successful when provided ample information to make objective decisions, yet are capable of relying on intuition when necessary.

ProfileXT Job Description

Graphic Summary Director of Human Resources

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Thinking Style

Learning Index						6	7	8		
Verbal Skill							7	8	9	
Verbal Reasoning							7	8	9	
Numerical Ability					5	6	7			
Numeric Reasoning					5	6	7			

Behavioral Traits

Energy Level						6	7	8		
Assertiveness					5	6	7			
Sociability							7	8	9	
Manageability					5	6	7			
Attitude					5	6	7			
Decisiveness					5	6	7			
Accommodating							7	8	9	
Independence						6	7	8		
Objective Judgment						6	7	8		

Occupational Interests

Top three interests for this position

People Service										
Enterprising										
Financial/Admin										

Lowest three interests for this position

Mechanical										
Creative										
Technical										

The Job Matching process for Interests is concerned with the top three interests of a Job Match Pattern and how closely a candidate's top three interests match. The three top interests for this Pattern are indicated and ranked from top to bottom.