

## Introduction: What is this Report and how can I use it?

What we do know from considerable research (and personal experience) is that success in any role is the result of a few important components lining up properly:

- **The right knowledge** – gained through training, education and/or professional certification;
- **The right experience** – gained through previous jobs, internships, volunteering and other activities;
- **The right fit** – as with any kind of relationship in life, certain jobs will be a much better match for you than others.

Knowledge and experience are building blocks an individual can build up over time, through study and activity. You'll find lots of information about Sally Sample's education and experience in the résumé. Careful, though... we have all been guilty of placing too much confidence in a particular educational degree, credential, or company experience as a predictor of someone's likely success, *here*.

In fact, research supports that when someone is a great fit for the position but there's a gap in their education or experience, filling that 'knowledge' gap with training early on is generally a lot more productive than trying to support someone who is simply not a great fit for the job.

This Job Fit Report has been prepared specifically for you. What we've done is taken the results of the TalentSorter questionnaire Sally Sample completed and compared Sally's unique characteristics to those of people who are most likely to be successful in the Retail Sales & Service Associate role.

This report won't evaluate whether Sally has the right knowledge or experience for the role, but it will tell you whether Sally is likely to be a *good fit* in the role.

Remember, finding the **right fit** benefits both you and your employee. When someone's a good fit for their job, they tend to be more successful and happy with their career – not to mention that they tend to be more productive and stay longer.

## Critical Thinking and Reasoning

This section is best described as 'how Sally processes different forms of data and information'. Sally was presented with a series of math and word problems and asked to choose the answer they felt was correct.

### It appears that Sally:

Cognitive questions were not asked as part of this assessment

## Core Behavioral Traits

Based on what you have told us about the job, and what we know of Sally Sample based on their answers to the online assessment, we have generated an overall FitScore of 88, which would generally indicate good compatibility with the job itself.



### We Recommend you Proceed with Caution

There is evidence of inconsistency in Sally's responses that raises some concern about the overall accuracy of the information in this section of the report.

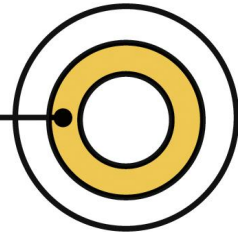
Many factors can contribute to this such as reading difficulty or fatigue – so please don't discard this information; instead proceed first by exploring what may have caused this result.

**First, the traits which are most critical to success in the Retail Sales & Service Associate role:**

## Extraversion

Degree to which one requires social interaction and authority. A Top Performer is content working in a group setting, and often seeks out a leadership role.

Sally is slightly different from the ideal in this trait



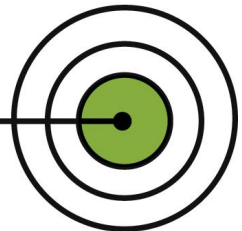
**This candidate is a close match but is slightly more extreme than the ideal candidate:**

- Appreciates the opportunity to work in group settings.
- Often sees social functions as exciting challenges and opportunities.
- Tends to be outspoken about their ideas.
- Enjoys being a leader and taking charge of new opportunities.

## Agreeableness

Tendency to be friendly, approachable, and easy to get along with. A Top Performer tends to get along with people easily.

Sally is in the ideal range for this position



**This candidate:**

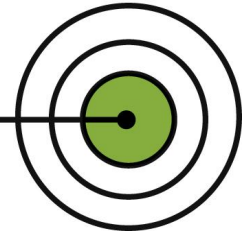
- Tends to get along with people easily.
- Prefers seeking the assistance of the group to accomplish tasks and activities.
- Is generally considered to be very approachable and friendly.
- Generally goes along with others in order to avoid conflict.

## Conscientiousness

Tendency to strive for perfection, sometimes at all costs. A Top Performer will typically prefer working in a structured work environment.

Sally is in the ideal range for this position

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### This candidate:

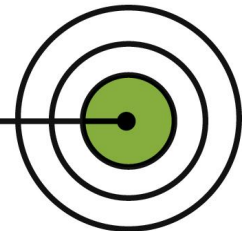
- Prefers working within structured guidelines.
- Generally strives for precision and excellence.
- Will not typically deviate from a structured work environment.
- Generally prefers to examine all relevant information before starting a task.

## Stability

Degree to which one reacts positively to negative or stressful situations. A Top Performer is usually objective in their decision making and actions, even in trying circumstances.

Sally is in the ideal range for this position

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### This candidate:

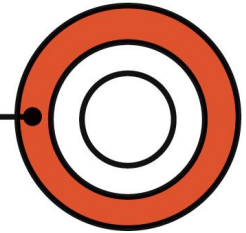
- Is generally able to react positively and make calculated decisions, even in stressful situations.
- Can be counted on to make careful choices even when the situation is out of control.
- Often takes a step back to assess the situation rationally before responding.
- Is usually objective in decision making and action, even in trying circumstances.

## Openness

Willingness to try new ways of doing things. A Top Performer usually embraces the opportunity to try new ways of doing things.

Sally is considerably different from the ideal in this trait

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### This candidate:

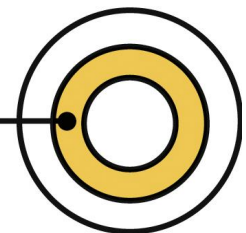
- Consistently favors plans that involve change or innovative ideas and may have difficulty tolerating out-dated work habits.
- Is more comfortable utilizing new ideas and resists following traditional methods.
- Usually embraces the opportunity to try new ways of doing things.
- Generally embraces change and innovation and rarely relies solely upon the familiarity of traditional work practices.

## Resolve

Willingness to work for the intrinsic benefit of work and its ability to enhance character. A Top Performer typically gains a sense of personal accomplishment from the work they do.

Sally is slightly different from the ideal in this trait

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### This candidate is a close match but is slightly more extreme than the ideal candidate:

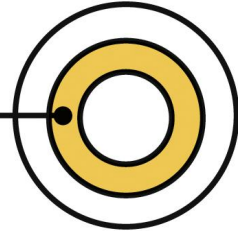
- Is typically driven by a passion for work and needs to be effective and successful to be satisfied.
- Tends to be passionate about work and gets a lot of enjoyment and pleasure out of it.
- Tends to be driven more by personal success than by the rewards associated with a job.
- Typically gains a sense of personal accomplishment from work.

## Reliability

Tendency to behave in an uncompromising and consistently honest, moral, and ethical manner. A Top Performer recognizes that rules and regulations are in place for a reason and tends to follow them very closely.

Sally is slightly different from the ideal in this trait

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### This candidate:

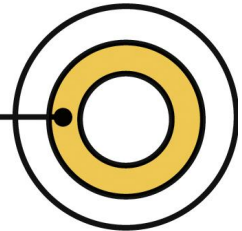
- Is not prone to lying, but will do so if it will prevent disciplinary actions from being taken.
- Typically thinks it is okay to withhold some information if it will be personally beneficial.
- Generally recognizes that honesty is important, but will sometimes distort facts if necessary.
- Doesn't typically think there is anything wrong with breaking the rules on occasion if people will benefit from it.

## Intensity

Level of drive and/or restlessness one exhibits. A Top Performer generally has a strong desire to devote the majority of their energy to the task at hand.

Sally is slightly different from the ideal in this trait

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### This candidate is a close match but is slightly more extreme than the ideal candidate:

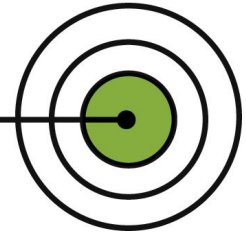
- Has a high energy level and may focus on accomplishing tasks quickly to be able to move on to something new.
- Is often tireless and displays a strong sense of urgency when working on projects.
- Generally has a strong desire to devote the majority of their energy to the task at hand.
- Has a very high energy level and tends to shy away from tasks that take are slower paced.

## Gregariousness

Tendency to be outgoing and people-oriented. A Top Performer usually prefers to collaborate and work with others whenever possible.

Sally is in the ideal range for this position

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### This candidate:

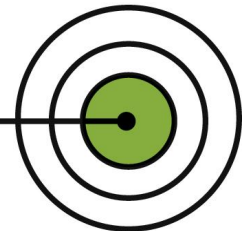
- Tends to need a lot of people in their social life and is comfortable being in large groups.
- Enjoys being included in large social groups and is comfortable with potentially intimidating situations.
- Usually prefers to collaborate and work with others whenever possible.
- Is quick to initiate relationships and interacts easily with others.

## Influence

Tendency to focus activities on persuading others to follow or work with them in attaining objectives. A Top Performer generally thrives on being in a position which allows them to persuade others.

Sally is in the ideal range for this position

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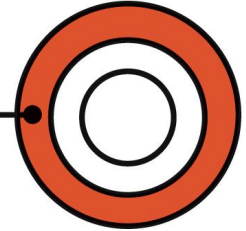
- Is usually able to easily gain the approval of others in work situations.
- Is typically capable of coaxing others to follow a particular path.
- Is highly skilled at securing the approval and support of others for particular ideas and actions.
- Prefers being in a position of authority where decisions are not challenged.

## Assurance

Tendency to rely on and be confident in the integrity and ability of others. A Top Performer is capable of delegating tasks to others and believes that they will have the best intentions when completing them.

**Sally is considerably different from the ideal in this trait**

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### This candidate:

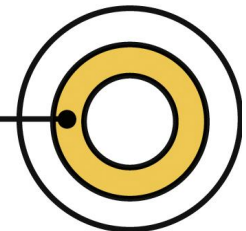
- Often does a thorough review of the work delegated to others when they are done.
- Is usually capable of trusting people once seeing evidence that their intentions are good.
- Typically finds it essential to review the work of others to ensure it was done correctly.
- Is sometimes able to trust people, but is often suspicious of them until getting to know them better.

## Happiness

Tendency to maintain a mental or emotional state of well-being characterized by positive or pleasant emotions ranging from contentment to intense joy. A Top Performer can usually put people in a good mood with their positive attitude.

**Sally is slightly different from the ideal in this trait**

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### This candidate is a close match but is slightly more extreme than the ideal candidate:

- Usually feels confident in the ability to make a significant contribution when working with others.
- Does not usually worry about things over which there is little control and exhibits a positive outlook toward the future.
- Often has a positive outlook and foresees a bright future.
- Always pursues personal development opportunities but is personally comfortable and tries to extend this attitude to others.

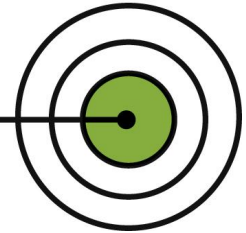


## Optimism

Tendency to have a positive attitude regarding people and outcomes. A Top Performer is usually very accepting of innovation and new methods.

Sally is in the ideal range for this position

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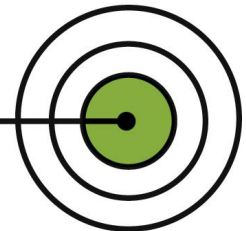
- May tend to have an overly positive attitude in new situations.
- Prefers to believe that other people are trustworthy without the need for proof.
- Has a personality that allows them to believe in the goodness of others and that everything works out for the best.
- Is known to be very optimistic about risk, change, and unexpected challenges.

## Compassion

Willingness and ability to identify with, or vicariously experience, the feelings and emotions of others. A Top Performer is generally known for their ability to identify with others and is often moved by others emotions.

Sally is in the ideal range for this position

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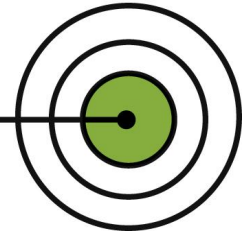
- Is generally known for the ability to identify with others and is often moved by others emotions.
- May be known for the ability and willingness to recognize the feelings and experiences of others.
- Has concern for others that often outweighs the need for progress when planning activities and making decisions.
- Often tends to have an understanding nature and is able to empathize with the feelings and experiences of others.

## Ambition

Willingness to do whatever it takes to attain a personal goal, often even at the expense of others. A Top Performer often tend to drive their decisions and actions based on career goals and objectives.

**Sally is in the ideal range for this position**

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### This candidate:

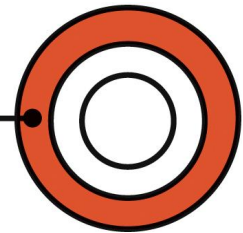
- Almost always pursues ways to advance in a job or career.
- Often makes decisions and takes action based on strong feelings about personal career goals and objectives.
- Often tends to seek out personal development opportunities that will assist in furthering personal career goals and developing a higher skill set.
- Tends to constantly strive to attain a higher status position.

**Next, the traits which are less critical to success, and where there is more room for individual differences**

## Control

Tendency to take charge of people and situations. Leads more than follows. It is often associated with expressing confidence. A Top Performer prefers allowing others to take the lead, as they do not have a strong need to be in control of most situations.

**Sally is considerably different from the ideal in this trait**



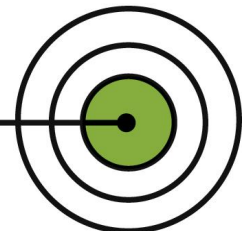
### This candidate:

- Thrives on being in charge when completing a task.
- Often takes charge and becomes the leader of a group.
- Is very comfortable being assertive and making unpopular decisions when necessary.
- Is typically confident steering the direction of a project.

## Compliance

The degree to which an individual is willing to follow policies, external controls and supervision, and to work within the rules. A Top Performer is generally cooperative and easy to get along with.

**Sally is in the ideal range for this position**



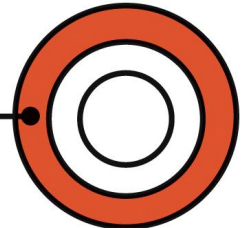
### This candidate:

- Doesn't mind being micro-managed some of the time.
- Tends to be easy-going and willing to work under the guidance of others.
- Recognizes the importance of rules and regulations most of the time.
- Is friendly and cooperative and should be fairly easy to work with.

## Decisiveness

Reflects how confident someone is in accepting the risk of making a decision in a timely fashion using what information is available at the time. A Top Performer often has a tendency to assess all the relevant information thoroughly before making a decision even if it causes a delay.

**Sally is considerably different from the ideal in this trait**



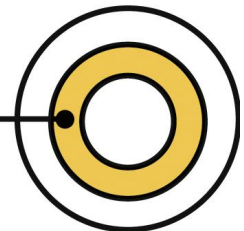
### This candidate:

- Is able to accurately assess situations, and has little difficulty deciding on the best resolution.
- Is typically not afraid to take risks and make quick decisions when given adequate information.
- Typically stands firm on decisions and is not inclined to back down once a decision is made.
- Is decisive, quick to act, and likely enjoys positions which require immediate decisions.

## Acumen

Tendency to use logic and objective information in decision-making process. A Top Performer prefers to base their decisions on factual information rather than intuition.

**Sally is slightly different from the ideal in this trait**



### This candidate:

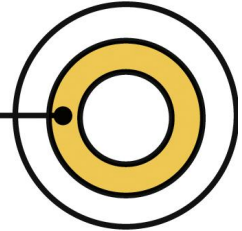
- Reaches conclusions which may be based more on intuition than facts when under pressure.
- Has a decision making process that usually emphasises intuition more than objective reasoning.
- Often tends to put more trust in feelings than factual information, especially when data are sparse or nonexistent.
- Prefers to rely on intuition but, will consider outside information sometimes.

## Cooperativeness

Tendency to be friendly, agreeable, and to be a team person. A Top Performer may sometimes acquiesce to the opinions of others to avoid conflict.

Sally is slightly different from the ideal in this trait

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### This candidate:

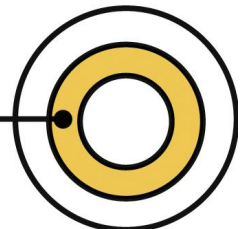
- May be quick to speak out against others if they feel they are taking advantage of.
- Can easily become defensive whenever someone tries to take advantage.
- Tends to have unyielding opinions, but is willing to compromise with others if necessary.
- Tends to use a positive, informal approach and generally demonstrates a willingness to listen.

## Autonomy

Tendency to be self-reliant, self-directed, and to take independent action, making own decisions. A Top Performer will appreciate the opportunity for independence in an organization.

Sally is slightly different from the ideal in this trait

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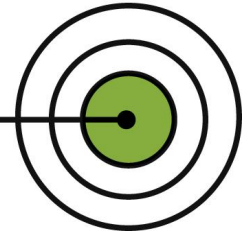
- Has a need for independence, which may cause withdrawal from the group in order to complete tasks without assistance.
- Typically prefers to set an independent course and tends to resist close supervision.
- Is capable of relying on personal resources to make decisions and complete tasks.
- Takes on new projects independently, bringing in co-workers only when absolutely necessary.

## Tact

Tendency to consider the feelings of others when communicating. A Top Performer generally considers the feelings of others before expressing their thoughts.

Sally is in the ideal range for this position

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### This candidate:

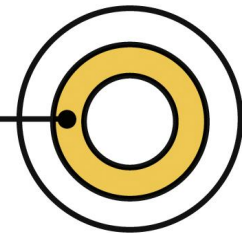
- Tends to be cognizant of others' feelings and is careful when disclosing sensitive information.
- Generally recognizes the need for careful communication in consideration of the feelings of others.
- Is usually conscious of the feelings of others, but recognizes that feelings may be hurt on occasion in order to get a point across.
- Generally takes the feelings of others into consideration before disclosing information that could be hurtful.

## Teamwork

Willingness to work as a group member toward the attainment of a common objective. A Top Performer is comfortable sharing recognition for a project as a group rather than an individual.

Sally is slightly different from the ideal in this trait

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### This candidate:

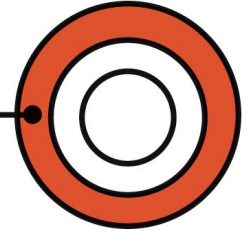
- Prefers to work without input from the group, but will share the efforts if group and personal goals are related.
- Can cooperate with others to achieve group objectives if they closely match personal goals.
- Is generally able to listen to others' opinions but, would ultimately prefer to do things which meet personal needs in the end.
- Is sometimes willing to contribute to the group in order to reach an objective as long as the outcome serves personal, individual goals.

## Creativity

Degree to which an individual uses imagination and intellect to produce novel and original products, ideas, or task solutions. A Top Performer often has an original and unique way of completing tasks.

Sally is considerably different from the ideal in this trait

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### This candidate:

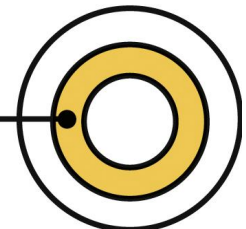
- Often opts for non-traditional ways of solving problems.
- Appreciates traditional practices, but prefers using new and unique methods to complete tasks
- Is likely to seek out activities that involve innovative thinking and creative expression.
- Enjoys designing new and innovative methods for completing a project.

## Adventurousness

Tendency to have a need for exciting or unusual experiences which may be bold and risky undertakings with uncertain outcomes. A Top Performer is typically not interested in tasks that have predictable outcomes.

Sally is slightly different from the ideal in this trait

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### This candidate:

- Typically enjoys challenging activities.
- Is typically not interested in tasks that have predictable outcomes.
- Is generally comfortable taking on tasks that require them to accept substantial risk.
- Typically prefers working on projects that require new and potentially risky methods of doing things.