Talent Match Report
Overview

Example Job

Date

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.
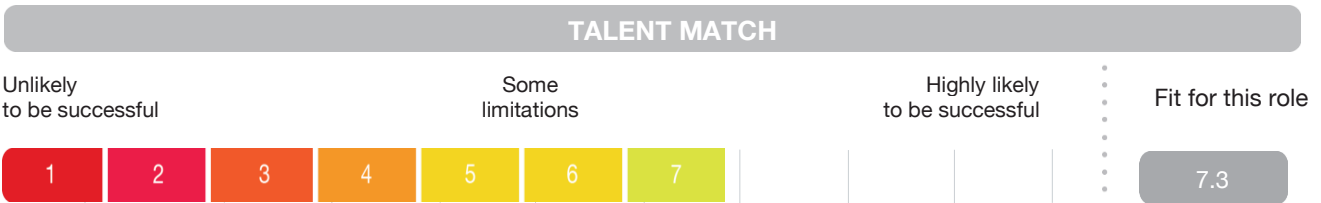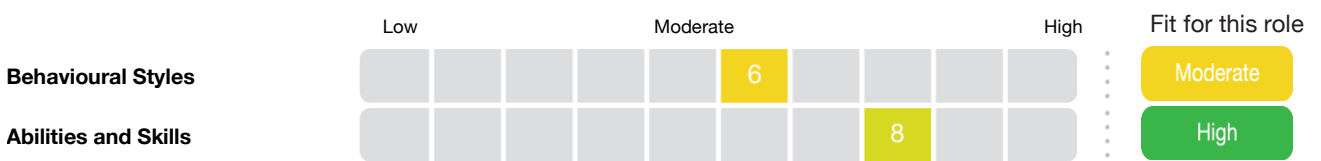
Confidential Information

SUMMARY AND OVERVIEW

Effective performance in most roles are dependent on the extent to which an individual's likely behaviour is aligned with the requirements that lead to success in a particular role or organisation. The aim of this report is to provide an indication of **Sample Candidate'**s potential fit with reference to their identified areas of strength and development.
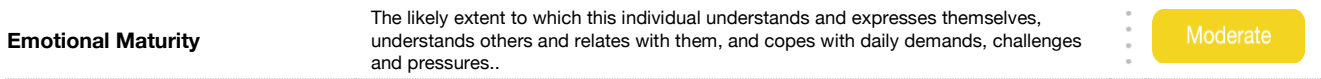
Summary Profile

TALENT MATCH											

Unlikely to be successful			Some limitations			Highly likely to be successful				Fit for this role
1	2	3	4	5	6	7				7.3

Example Candidate ls **fairly likely** to be successful in the following role/job: **Example Position.**

	Low			Moderate				High		Fit for this role
Behavioural Styles						6				Moderate
Abilities and Skills								8		High

OTHER CONSIDERATIONS	

Emotional Maturity	The likely extent to which this individual understands and expresses themselves, understands others and relates with them, and copes with daily demands, challenges and pressures..	Moderate

Possible **risks** for this role	Key **strengths** for this role
Checking Things Interpreting Data	Concentrating on details Analysing complex numerical data (industry) Inviting Feedback Team Working Thinking Positively

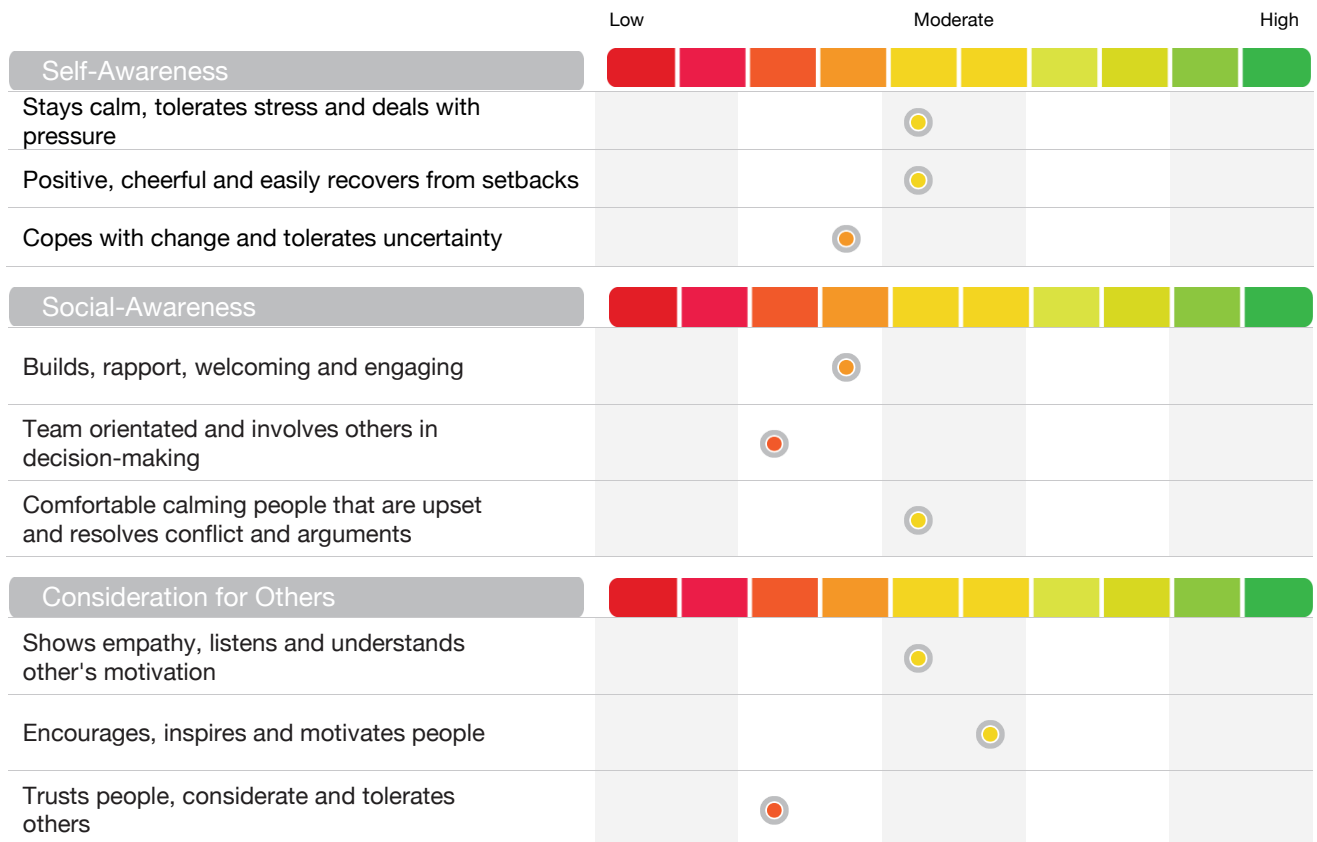| **Development** opportunities for this role	**Good** potential for this role
Pursuing Goals Convincing People Taking Action	Analysing complex verbal information (industry) Showing Composure Empowering Individuals Directing People Interacting with People

Fit to Job Specific Competency Profile

Essential behaviours	Low 1	2	3	4	Moderate 5	6	7	8	9	High 10
Showing Composure		●								
Embracing Change		●								
Making Decisions				●						
Providing Insights						●				
Following Procedures							●			
Checking Things						●				
Documenting Facts						●				
Interpreting Data							●			

Important behaviours	1	2	3	4	5	6	7	8	9	10
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 & Aptitudes	1	2	3	4	5	6	7	8	9	10
Analysing complex verbal information									●	
Analysing complex numerical data								●		
Exploring and applying rules to specific problems							●			

Emotional Maturity Profile

Emotional Maturity is described as one's capability to 1) identify, understand and manage own emotional responses and reactions, 2) recognize and influence the emotions of others to establish and sustain relationships, and 3) demonstrate understanding for and compassion towards others. The profile below provides an indication of potential for emotional maturity.

	Low				Moderate					High
Self-Awareness										
Stays calm, tolerates stress and deals with pressure					●					
Positive, cheerful and easily recovers from setbacks					●					
Copes with change and tolerates uncertainty				●						
Social-Awareness										
Builds, rapport, welcoming and engaging				●						
Team orientated and involves others in decision-making			●							
Comfortable calming people that are upset and resolves conflict and arguments					●					
Consideration for Others										
Shows empathy, listens and understands other's motivation					●					
Encourages, inspires and motivates people						●				
Trusts people, considerate and tolerates others			●							

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.
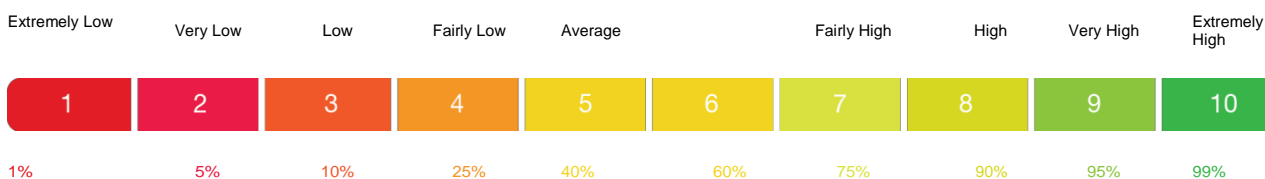
About the assessment methods
The use of the assessment methods contained in this report is limited to those people who have received specialist training in its use and interpretation. Questionnaires were completed online and without supervision. Due consideration must be given to the subjective nature of questionnaire-based ratings in the interpretation of this data.

About the scores
The **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.

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.

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.

Extremely Low	Very Low	Low	Fairly Low	Average		Fairly High	High	Very High	Extremely High
1	2	3	4	5	6	7	8	9	10
1%	5%	10%	25%	40%	60%	75%	90%	95%	99%

*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.

TECHNICAL INFORMATION

JOB/ROLE DATA		DATE
Job or role involved	Example Job	
Job Analysis	Example	Date

ASSESSMENT METHODS		
TEST	BENCHMARK	DATE
Professional Styles (IA)	Norm: Example Norm Completed by: Sample Candidate	Date
Swift Analysis Aptitude	Norm: Example Norm Completed by: Sample Candidate	Date

Input data		
P=27.43		