



HR Profiler Report

Comparison of candidate's competencies with rated job requirements

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Prepared for: MAUS Business Systems

Results at a glance

HR Profiler Index	69	Indicates an uncertain job match.
People Management Index	89	Indicates exceptional potential for people management.
Verbal Skills Component	22% correct	Indicates a score well below the general population average
Numerical Skills Component	15% correct	Indicates a score well below the general population average

Executive Summary of Demo's fit to job

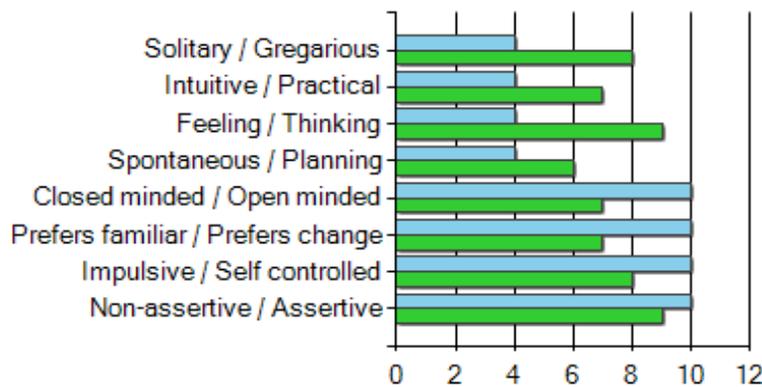
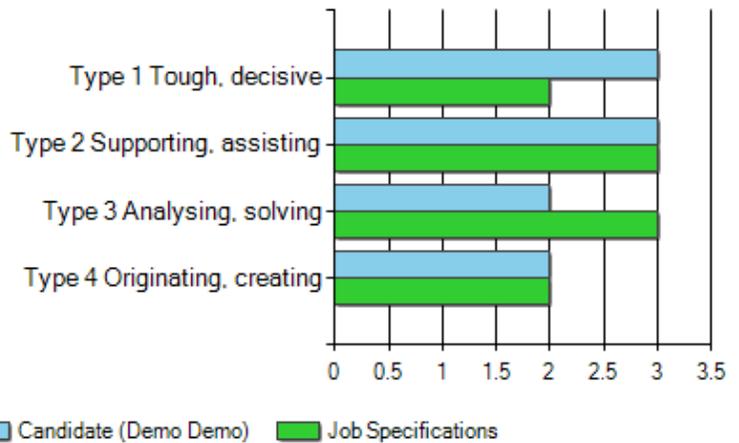
In general, it can be concluded that Demo is of the following nature: Demo is full of enthusiasms and loyalties, but nevertheless takes a while to get close to people. Demo cares very much about language, learning and ideas. Great on self-directed projects, Demo can get through amazing amounts of work, but is less effective when others are calling the shots. Friendly, but not inclined to socialise.

The score on the PPM Index of 89 suggests that Demo possesses exceptional potential for management of people towards practical goals. Demo is likely to be results-oriented and determined, yet will also be able to take the team along, so that they will work with commitment and enthusiasm. If there is any area of uncertainty it would concern whether Demo can be sufficiently tough and decisive when necessary. Referee information could help here. Also, the extent to which Demo really likes regular contact with people, or is maybe a little inclined to keep a distance. Referee information could help here.

So the JobMatch Index of 69 implies, overall, an uncertain match between person and job. The PPM Index (if considered relevant to this job), suggests exceptional potential for management.

Graphs comparing person to job

Four Types of work (and work strengths)



Eight Elements of approach to work and people

Legend: Candidate (Demo Demo) (light blue), Job Specifications (green)

HR Profiler Index

In this case, the *HR Profiler* Index of Congruence between Demo Demo and the job is 69. The scale we apply is as follows:

85 - 100+ = very close match between person and job;

70 - 84 = good match;

55 - 69 = uncertain match

54 or less = doubtful match.

These categories should be used as a guide only.

Task results

Comparison to job requirements

Compared to the job requirements, Demo appears to:

- Lean, if anything, towards undisturbed work, with less people contact than is rated as necessary.
- Oriented a little more towards possibilities and intuition.
- Rely, if anything more on feelings than on thinking.

General reasoning ability

On the general reasoning test (verbal skills component), Demo scored below the general population average. On the numerical skills component, the score was also below the general population average. These levels of ability imply someone who would experience difficulty coping with work which is at all intellectually challenging.

People Management Index

The five *HR Profiler* readings which best relate to perceived skill in people management have been combined and converted into a 'score' out of 100. The higher the Index, the more likely is people management success.

Demo has a PM Index of 89 which is likely to mean that Demo possesses exceptional potential for managing people.

Reference check questions -- consider these possible issues: is Demo

- Inclined to work undisturbed, or with other people?
- Capable of doing repetitive, perhaps mundane work?
- Able to work well in a job requiring only cool, logical thinking?

Understanding the person's needs and motives

Please note: This section of the **HR Profiler report** does not relate competencies to requirements. It records this person's current motivation -- what motivates Demo, and which motives (and therefore, incentives) are less relevant, or even not relevant.

This information has two strong positives: (1) It helps you manage the person by ensuring that the rewards you offer for work input and output are relevant to this individual's primary motives. You may otherwise *think* you are offering an incentive when you may be appealing to an irrelevant motive. (2) If work performance falls off, or if they look like leaving when you want to retain them, take a critical look at whether the incentives you are offering may be off the mark in relation to the person's main motives.

Demo is about average on;

- Need for Autonomy
 - Demo has the need to work in his/her own way, to his/her own timetable and priorities, without close supervision.
- Need for Influence (at work)
 - Demo has the need to feel that views and opinions count, and have some influence.
- Need for Money (motivated by money)
 - Demo has the desire to acquire wealth and possessions.
- Need for Order
 - Demo has the need to be very orderly and neat.
- Need to Dominate
 - Demo has the desire to be persuasive and influential with people, and with the decisions they make.
- Less important
 - No motives indicated here.
- Least important for Demo
 - No motives indicated here.

How to use HR Profiler

HR Profiler is *part* of the process. We highly recommend that this report be used in conjunction with a detailed interview to assess the ability of a candidate. The skill sets presented here are based solely on the answers by the candidate to the questions. A face-to-face interview is recommended to verify the relative worth of a candidate and this report should only be used as a general guideline.

Please remember that the comparison to job requirements has been based on two sets of parameters. The first set of data that has been used is the original specification of the job in terms of competencies proposed by the Human Resource Manager. The second set of data is the candidate's answers to the series of behavioural and lifestyle questions.

The Human Resource should, when understanding why a candidate may or may not have a close job match, take into account the following.

- At the start of the process, were the required competencies correctly and accurately specified? The Human Resource Manager should take into account relative group dynamics when assessing the skills that are needed by a prospective new employee.
- If the *HR Profiler* Index is low, then the Human Resource Manager should ask the candidate why they feel that, based on the questionnaire, they were ranked as having relatively low skills in the particular area. For instance, the report may indicate that a candidate has low people management skills, or low thinking and analytical skills. In this case the report has only interpreted the candidate's answers and given back the implied skill set. The candidate may well have excellent skills in the area that the report asserts that the candidate has poor skills. This is why it is important to follow up the questions for referees.
- The report does not cross reference to the General Reasoning tasks. These measures are the outcome of the candidate's answers to the questions *Word Match* and *Number Series* sections where the full version was chosen.

Note: Candidates may be poor at describing what they think and feel, and may even fake a little because they think that is what is expected - to put your best foot forward. Candidates may perform poorly on the General Reasoning tasks because they have limited English or may "blank out" from anxiety.

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