



Company Name
Job Title

Sifting Report Sofie Sample
by Psychological Consultancy Ltd.

INTRODUCTION

This PROFILE:MATCH™ Sifting Report is a simplified one-page summary of key findings. It is designed to assist in short-listing the most likely prospects from a wider pool of candidates. The report shows graphically how well candidates match with selected job competencies and provides questions (over page) that highlight areas where further clarification of evidence of competence may be required.

A PROFILE:MATCH™ Selection Report with full competency descriptions and detailed narrative based on the same assessment data is available for Sofie Sample at a special discounted price. These more comprehensive reports should in any case be used for all short-listed candidates.

	VERY POOR MATCH	POOR MATCH		AVERAGE MATCH				GOOD MATCH		VERY GOOD MATCH
	1	2	3	4	5	6	7	8	9	10
PERSUASIVE COMMUNICATION				4						
INTERPERSONAL SKILLS			3							
CREATIVE					5					
DECISION MAKING				4						
FLEXIBILITY					5					
STRATEGIC AWARENESS							7			
PLANNING AND ORGANISING							7			
LEADERSHIP POTENTIAL				4						
MOTIVATION			3							
RESILIENCE			3							

Validity of these results

Sofie Sample's pattern of item responses is particularly unusual and may be due to careless or inattentive responding. You should bear this in mind when interpreting this report.



Company Name
Job Title

Areas to explore further

Sofie Sample

The following questions were raised by the PROFILE:MATCH™ assessment. Each will highlight a potential issue associated with the candidate's score on one of the personality scales contributing to that competency. You are encouraged to use this summary as a prompt for competency based interview questions, adapting them for the job concerned and taking any other information that could be relevant into account. Alternatively, you may want to upgrade to a PROFILE:MATCH™ Interview Guide Report.

Persuasive Communication

Will her direct, impersonal style of approach mean that she will find it difficult to establish the rapport needed to win people over?

Does she lack the ability to take the lead and initiative to effectively influence others?

Could she be so imaginative that she confuses others with the ingenuity and complexity of her arguments, rather than persuading them?

Would it be difficult for her to overcome her social reticence to deal with roles where she is required to persuade others on any regular basis?

Interpersonal Skills

Does her modest ambition mean that she puts little effort into effectively engaging with others or taking the initiative socially?

Does she appreciate that she may seem critical, intolerant of other people's shortcomings and discouraging?

Does her social reticence and contentment with her own company reduce the opportunities she has to build and maintain relationships?

Creative

Does Sofie have so many ideas that she has difficulty in making decisions and bringing any one of them to fruition?

Are some of her ideas too radical or impractical to be constructive?

Does Sofie have sufficient drive, competitiveness and personal ambition to bring ideas through to fruition?

Is she so attached to established traditions or conventions that she may not maximise her capacity for more innovative ideas?

Decision Making

Is her need for certainty, even when there is little evidence available, and her reluctance to consider more intuitive solutions, likely to prolong decisions unreasonably?

Does she have so many new ideas and thoughts that she could over-analyse the possibilities and be unable to make firm decisions?

Is she lacking in confidence, indecisive and, as a result, does she tend to rely excessively on the contributions of others in her decision making?

Does she find it difficult to make decisions that involve risk or that stray from a narrow interpretation of company policy?

Flexibility

Might she be unsettled by change, needing time to adjust, to regain her equilibrium and to become calm and rational?

Is she rule-bound and slow to appreciate the need for change?

Strategic Awareness



Company Name
Job Title

Areas to explore further

Sofie Sample

Does her modest ambition imply a casual approach to the appreciation and understanding of work-sector issues required to develop a sense of strategic awareness?

Is her decision making dismissive of views that may be more intuitive and less knowledge based?

Is she so reliant on factual data for reassurance that she becomes indecisive when none is available?

Is she so imaginative that her capacity for effective strategic thinking is impaired, because she is always capable of viewing problems from yet another perspective?

Is she naturally so questioning and challenging that she is in danger of dismantling things more because of her desire for change than because it is necessary?

Does she have difficulty in thinking outside the accepted traditions and established policies and procedures?

Planning and Organising

Is she always so concerned about structure, and so wedded to established procedures, that she has difficulty in appreciating the required pace of change?

Is she so rule bound and compliant that she over-reacts to high-spirited behaviour or minor misdemeanours?

Is she aware of being less of a perfectionist than others and alert to the possibility of delegating detailed scrutiny to others?

Is she so concerned to make well-informed planning decisions, and so intolerant of uncertainty and ambiguity, that she will sometimes delay things by searching for reassurances that simply are not available?

Leadership Potential

Is she aware of inconsistencies in her moods and emotions that may be difficult or demanding for colleagues?

Is she aware that ideas that are too radical, impractical or obscure may be counter-productive?

Is she happy to maintain a very low profile with the organisation, leaving show-casing to others?

Although seemingly uncompetitive, are there times when she has been able to engage in missions purposefully and to influence and motivate others, or is this an area for development?

Motivation

Does her strong commitment to established company values and procedures interfere with attitudes towards organisational change?

Does her easy going nature translate into a lack of initiative and energy at work?

Resilience

Is she so self-doubting that there are occasions when her anxieties and suspicions interfere with her performance?

Is she easily discouraged and difficult for others to enthuse and motivate?

Does she invest so much emotionally in people, plans or events that her reactions to perceived criticism or disappointment are highly charged and emotional?

Are the inconsistencies in her moods and emotions difficult to deal with and demanding for colleagues?