

SEARCH & SELECT

Features

Sort peoples' PPA results by "fit" for any job in your system. Or, sort the jobs in your System by "fit" for a particular person. Shows Goodness of Fit 1, 2, and 3. Complimentary report.

Uses

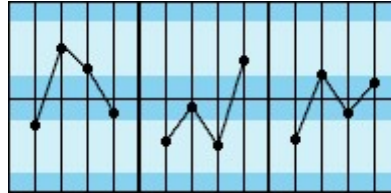
For internal job postings, promotions and succession planning this report instantly identifies people who have good behavioral "fit". Also for internal career development planning, find jobs that people may not have considered, but need their preferred behaviors. Invest technical training in those who best fit the behavioral job demands.

SEARCH & SELECT - FIND JOBS FOR PERSON

PRIVATE & CONFIDENTIAL - MR. TOM SAMPLE

The Jobs listed are those for which there is a goodness of fit of 3 or better.

Tom Sample



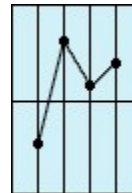
GOODNESS OF FIT - FIT 2

This person's general characteristics indicate a fully acceptable fit for the job, though it should be noted that he/she is not a perfect match for the Human Job Analysis.

It is, however, very important that the interviewer debate and consider any weaknesses identified within the Job Comparison section of this report.

It is equally important to ensure that his/her level of education, knowledge and experience match the requirement of the role.

2 Customer Service Representative



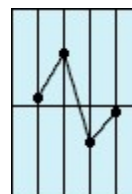
GOODNESS OF FIT - FIT 3

This person's characteristics are at some variance with the requirements of the role but can still be considered a fair fit.

It is vitally important that the interviewer considers and fully debates the potential weaknesses of this person as described in the "Possible Limitations" and the "Job Comparison" sections of this report.

It is also very important to ensure that the education, knowledge and experience of This person fully match the requirements of the job.

3 Sales Manager

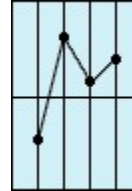


SEARCH & SELECT - FIND PEOPLE FOR JOBS

PRIVATE & CONFIDENTIAL - MR. TOM SAMPLE

The People listed are those for which there is a goodness of fit of 3 or better.

Customer Service Representative



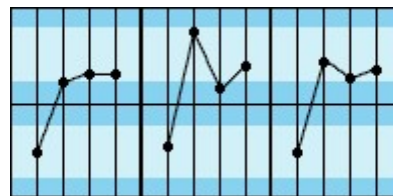
The Human Job Analysis indicates that the person fulfilling this role should have the ability to absorb and impart information to others on a factual basis within a specialist/technical area of expertise. Situations involving people and maintaining goodwill are also important to the function. The incumbent should have persistence, be thorough, systematic and precise and have an innate need to get things right. Ideally the person in this position should have the ability to adhere to rules, procedure and detail while maintaining quality and ensuring standards are met. Diplomacy and working within clearly defined parameters, in a predictable climate are other aspects which may be involved in the job.

GOODNESS OF FIT - FIT 1

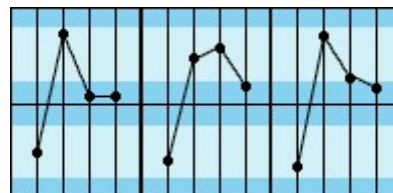
This person's behavioral characteristics are assessed as being ideal for the role as determined by the Human Job Analysis.

Providing his/her experience, knowledge and education levels are satisfactory for the work to be undertaken, the likelihood of success in the job is high. However, even with this apparently high level of match, a suitable interview process should still be followed.

1 Victoria Billings



1 Ian Murray



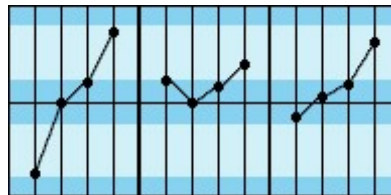
GOODNESS OF FIT - FIT 2

This person's general characteristics indicate a fully acceptable fit for the job, though it should be noted that he/she is not a perfect match for the Human Job Analysis.

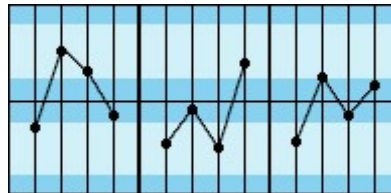
It is, however, very important that the interviewer debate and consider any weaknesses identified within the Job Comparison section of this report.

It is equally important to ensure that his/her level of education, knowledge and experience match the requirement of the role.

2 Bob Jones



2 Tom Sample



GOODNESS OF FIT - FIT 3

This person's characteristics are at some variance with the requirements of the role but can still be considered a fair fit.

It is vitally important that the interviewer considers and fully debates the potential weaknesses of this person as described in the "Possible Limitations" and the "Job Comparison" sections of this report.

It is also very important to ensure that the education, knowledge and experience of This person fully match the requirements of the job.

3 Julie Morgan

