



JobFit<sup>TM</sup> executive

# Quick Reference

V03292017

## THINKING

### Reasoning Ability

Definition	
A measure of expected learning, reasoning, and problem solving potential.	
<b>Low</b>	<b>High</b>
Hands-on and Repetition learning	Quick to learn, capacity to adapt

## PERSONALITY

### Manageability

Definition	
The tendency to follow policies, accept supervision, and work within the rules.	
<b>Low</b>	<b>High</b>
Prefers individual freedom Cautious with authority	Compliant, respectful, agreeable.

### Competitiveness

Definition	
The tendency to work toward goals and to try to exceed others' performance.	
<b>Low</b>	<b>High</b>
Accommodating, easy-going Cooperative	Goal oriented, aggressive Firm

### People Contact

Definition	
The tendency to be outgoing, people-oriented, and to participate with others.	
<b>Low</b>	<b>High</b>
Avoids small-talk, reserved	Outgoing, people oriented

## Sense of Urgency

Definition	
Tendency to display stamina and an eagerness for immediate results.	
<b>Low</b>	<b>High</b>
Relaxed, patient, focused	Eager, energetic, impatient

## Attitude

Definition	
The tendency to have a positive or optimistic outlook regarding people and outcomes.	
<b>Low</b>	<b>High</b>
Skeptical, often vigilant	Trusting and optimistic

## Take Charge

Definition	
The tendency to strive for control of people and situations and to lead more than follow.	
<b>Low</b>	<b>High</b>
Low need to control others Follower	Comfortable with leading others

## INTERESTS

### Sales/Business

Definition
Activities in which one uses persuasiveness and enjoys presenting ideas and influencing others.

### People Service

Definition
Activities that involve helping people, tending to the welfare of others, working with others, etc.

## Financial

### Definition

Activities that involve the organisation or coordination of information, the processing of financial data, conventional office routines, etc.

## Technical

### Definition

Activities that revolve around scientific and technical activities, research, and intellectual skills.

## Mechanical

### Definition

Activities that involve applied vocations with tools and machinery as well as work that involves various trades or the outdoors.

## Creative

### Definition

Activities where one may be imaginative, original, and artistic.

## SALES & LEADERSHIP

## Sales

### Definition

Level of tenacity, perseverance, and resilience exhibited in the sales process.

## Leadership

### Definition

Level of ability, acumen, and effectiveness exhibited in the productivity, motivational, and management aspects of directing others.