



JobFit™ executive

# Talent Insights

John Sample



HRM  
info@hrmresolutions.com.au  
www.hrmresolutions.com.au

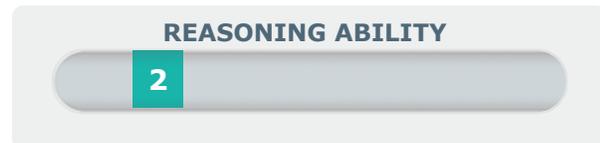
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## » Talent Insights Report - John Sample

This section illustrates the abilities and, personality traits that Mr Sample naturally exhibits in his daily interactions based on the results of the assessment. The purpose of this report is to provide a better understanding of what to anticipate when working with Mr Sample and an overview of his natural tendencies. Awareness of one's attributes can be invaluable information when leveraging talent and promoting engagement within the workforce.



### Reasoning & Personality



A measure of expected learning, reasoning and problem solving potential.

#### Insights

- John typically responds best to clear, concise, step-by-step instructions.
- He may require additional time to learn and apply new information and techniques on the job.
- John may frequently require additional clarification or instruction in order to perform difficult tasks.

### MANAGEABILITY

5

Tendency to follow policies, accept supervision and work within the rules.

### Insights

- John generally follows policies and accepts supervision, but he will also engage in independent action if given the opportunity.
- In most routine situations, Mr Sample is willing to co-operate with those in positions of authority.
- Mr Sample exhibits an attitude which is typical of most people regarding authority and rules.

### COMPETITIVENESS

4

Tendency to work toward goals and to try to exceed others' performance.

### Insights

- John is most likely to act independently if he sees a clear path to success.
- At times, John may become defensive when others challenge his ideas.
- Mr Sample is moderately competitive and he will generally take advantage of opportunities to advance.

### PEOPLE CONTACT

5

Tendency to be outgoing, people-oriented and to participate with others.

## Insights

- John can be fairly outgoing, but he may also be more reserved on some occasions.
- He maintains good interpersonal relations and, because of his interactions with others, he likely possesses an adequate understanding of issues that commonly concern team members.
- Mr Sample may be inclined to promote the benefits of working as a group, if asked.

### SENSE OF URGENCY

4

Tendency to display stamina and an eagerness for immediate results.

## Insights

- John encounters minimal difficulty adapting to most work paces, except those that push the boundaries of normal stamina.
- He takes pride in working to accomplish goals quickly, but he recognises the need for slowing down and recharging at times.
- He is able to meet goals in a timely manner, if given adequate time to prepare.

### ATTITUDE

4

Tendency to have a positive or optimistic outlook regarding people and outcomes.

### Insights

- Mr Sample sometimes questions the feasibility of new methods of accomplishing tasks.
- John may question others' intentions until he gets to know them better.
- Mr Sample expresses optimism and trust in others in a somewhat guarded manner.

### TAKE CHARGE

2

Tendency to strive for control of people and situations and to lead more than follow.

### Insights

- Mr Sample prefers not to exert much personal influence over the group, preferring instead to adopt a more passive role.
- John prefers to allow others to lead and he may readily defer to other colleagues when potentially unpopular decisions are being made.
- Mr Sample rarely feels the need to influence the direction of projects and other significant undertakings.

## RESILIENCE

6

A measure of the ability to overcome setback and to persevere through difficult situations.

## Insights

- Mr Sample does not usually get discouraged easily.
- Mr Sample usually learns from his mistakes.
- John is usually glad to get up and give it another try when he discovers a mistake he has made.

## OBJECTIVE JUDGEMENT

1

Tendency to base decisions and actions on hard facts and information versus intuition.

## Insights

- Mr Sample Is usually most influenced by intuition when taking action.
- Mr Sample tends to make decisions based on their instincts rather than objective information, even in high stake situations.
- John considers a gut reaction to be a reliable source of information when making decisions.

## DECISIVENESS

2

Tendency to make timely decisions and be willing to accept the risk.

## Insights

- Mr Sample has a tendency to assess all the relevant information thoroughly before making a decision even if it causes a delay.
- John has a tendency to reconsider options numerous times before making a final decision.
- John is sometimes uncertain whether a decision was the right one.

## INDEPENDENCE

1

A measure of the way in which an individual prefers to receive direction and supervision.

## Insights

- Mr Sample appreciates having someone check his progress especially when confronted with an unfamiliar task.
- John is usually not comfortable working without some level of direct supervision.
- Mr Sample typically works best when receiving direction and guidance from a supervisor.

## Interests

A person's actions are often motivated by their interest. This section of the report displays the top two interests for John Sample.

Management Suggestions are provided to help take advantage of the things that interest him most. Use these suggestions to keep him excited about the job and raise his level of engagement.



Activities that involve the organisation or co-ordination of information, the processing of financial data, etc.

- John is motivated by work that involves such activities as record-keeping, monitoring information flow and analysing financial data.



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

- John enjoys activities that involve researching the theories and applications of various technologies.



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

- Mr Sample strongly favours work that involves supporting others and assisting them in solving problems.