

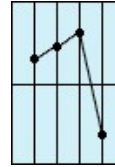
Search & Select Report - Find People For Jobs

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

Personal Advisor

Tested - 2/10/2008

D	4
I	6
S	8
C	-8



The Job Profile indicates that the job is calling for a person who is steady and likes to work within specialist or administrative areas of expertise. Drive, assertion and the ability to communicate with others are also important to the role. The incumbent should be dependable, deliberate and have the persistence to see a job through to conclusion. The environment should be structured and the work parameters clearly defined. The person within the role should have a need to achieve results in a friendly and thorough manner. The job may be routine and repetitive at times, but not necessarily low level. The person best suited to this role should be persistent, approachable, predictable, friendly, confident, self-starting and determined. Independence is likely to be a feature of the function and the job occupant should be given the responsibility to act if the best results are to be achieved.

GOODNESS OF FIT - FIT 1

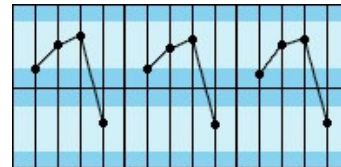
This person's behavioural characteristics are assessed as being ideal for the role as determined by the Job Profile.

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 Chris Smith

Tested - 02/10/2008 14:23:10

D	8	3	5
I	7	2	5
S	10	3	7
C	2	10	-8



GOODNESS OF FIT - FIT 2

This person's general characteristics indicate a fully acceptable fit for the job.

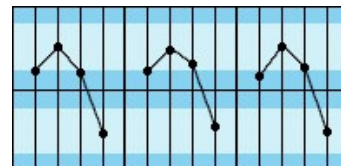
It is, however, very important that the interviewer debate and consider any minor differences identified within the Job Comparison section of this report.

It is equally important to ensure that his/her level of education, knowledge and experience match the requirement of the role. Provided they do so the likelihood of success in the job is high.

2 Tracy Thorpe

Tested - 02/10/2008 09:08:27

D	8	3	5
I	7	2	5
S	6	4	2
C	1	10	-9



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.

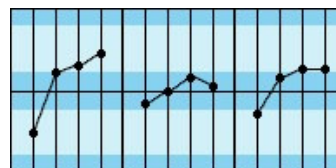
It is vitally important that the interviewer considers and fully debates the potential weaknesses of this person as described in the "Possible Limitations" and the "Job Comparison" sections of this report.

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

3 Thomas Sample

Tested - 02/10/2008 14:13:40

D	2	7	-5
I	5	4	1
S	7	5	2
C	6	6	0



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