

# **Multiple Positions Report**

One person, multiple positions

% FIT PERFORMANCE MODELS CANDIDATE FIT



PROVIDED BY

**Center for Internal Change** 2174 Old Philadelphia Pike Lancaster, PA 17602 847-259-0005





## INTRODUCTION Roles for Oliver Chase

This report provides a comparison of Oliver Chase's results to more than one position. It is intended to help you understand where he might best fit within your organization. However, it does not address Oliver Chase's education, training, or experience. It's important to remember that the results from this, or any assessment, should never make up more than a third of the final decision in job placement.

	What's in this report?					
	% <b>FIT</b> The candidate's Overall Fit for each of the positions, shown below	<b>PERFORMANCE MODELS</b> Range of scores typical for success in each position	<b>CANDIDATE FIT</b> Candidate's results from the assessment compared to the Performance Models			
Position Page % Fit						
	<u>Specialist</u> 2 <b>88%</b> <u>Manager-Sales</u> 3 <b>85%</b> <u>Sales</u> 4 <b>79%</b> ** Sample Position for PXT Select **5 <b>70%</b>					

#### **SPECIALIST Oliver** Chase

**OVERALL FIT:** 88%

Performance Model = highlighted boxes; Oliver's placement = his initials

#### THINKING STYLE

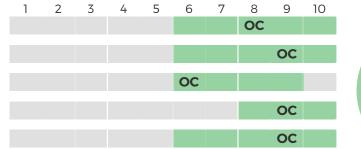


Verbal Skill

Verbal Reasoning

**Numerical Ability** 

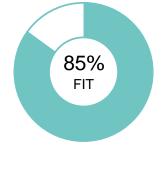
**Numeric Reasoning** 





#### **BEHAVIORAL TRAITS**

Pace			00	
	< STEADY			URGENT >
Assertiveness			00	
	< UNASSUMING			FORCEFUL >
Sociability		OC		
	< RESERVED			OUTGOING >
Conformity			OC	
	< STRONG-WILLEI	D		COMPLIANT >
Outlook	OC			
	< SKEPTICAL			TRUSTING >
Decisiveness		OC		
	< DELIBERATE			BOLD >
Accommodation		OC		
	< STEADFAST			AGREEABLE >
Independence			00	
	< RELIANT			AUTONOMOUS >
Judgment				OC
	< INTUITIVE			FACTUAL >



#### **TOP INTERESTS**

OLIVER in rank order **TECHNICAL** CREATIVE FINANCIAL/ADMIN TIED **ENTERPRISING PEOPLE SERVICE** MECHANICAL

PERFORMANCE MODEL in rank order TECHNICAL **PEOPLE SERVICE** FINANCIAL/ADMIN

# **MANAGER-SALES**

**Oliver** Chase

**OVERALL FIT:** 85%

Performance Model = highlighted boxes; Oliver's placement = his initials

#### THINKING STYLE

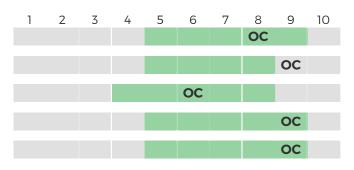
**Composite Score** 

Verbal Skill

Verbal Reasoning

**Numerical Ability** 

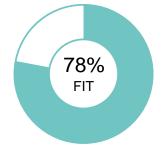
**Numeric Reasoning** 





#### **BEHAVIORAL TRAITS**

Pace			OC	
	< STEADY			URGENT >
Assertiveness			OC	
	< UNASSUMING			FORCEFUL >
Sociability		OC O		
	< RESERVED			OUTGOING >
Conformity			OC	
	< STRONG-WILLEI	D		COMPLIANT >
Outlook	OC			
	< SKEPTICAL			TRUSTING >
Decisiveness		OC		
	< DELIBERATE			BOLD >
Accommodation	< STEADFAST	OC		
	< STEADFAST			AGREEABLE >
Independence	< RELIANT		OC	AUTONOMOUS >
True la versione sur t	< RELIANT			
Judgment	< INTUITIVE			OC FACTUAL >
	SINTOTIVE			TACTUAL >



#### **TOP INTERESTS**

OLIVER in rank order **TECHNICAL** CREATIVE FINANCIAL/ADMIN TIED **ENTERPRISING PEOPLE SERVICE** MECHANICAL

PERFORMANCE MODEL in rank order **TECHNICAL ENTERPRISING** MECHANICAL

### **SALES** Oliver Chase

OVERALL FIT: 79%

Performance Model = highlighted boxes; Oliver's placement = his initials

#### THINKING STYLE

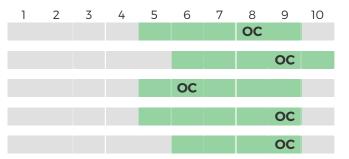


Verbal Skill

Verbal Reasoning

Numerical Ability

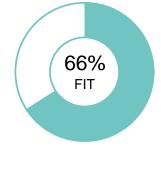
Numeric Reasoning





#### **BEHAVIORAL TRAITS**

Pace				OC	
	< STEADY				URGENT >
Assertiveness				OC	
	< UNASSUMING				FORCEFUL >
Sociability		OC			
	< RESERVED			(	OUTGOING >
Conformity			OC		
	< STRONG-WILLE	D		С	OMPLIANT >
Outlook	OC				
	< SKEPTICAL				TRUSTING >
Decisiveness		OC			
	< DELIBERATE				BOLD >
Accommodation		OC			
	< STEADFAST				GREEABLE >
Independence				OC	
	< RELIANT			AUTO	> NOMOUS
Judgment				OC	
	< INTUITIVE				FACTUAL >



#### **TOP INTERESTS**

OLIVER in rank order TECHNICAL CREATIVE FINANCIAL/ADMIN ENTERPRISING PEOPLE SERVICE MECHANICAL PERFORMANCE MODEL in rank order ENTERPRISING PEOPLE SERVICE CREATIVE

# \*\* SAMPLE POSITION FOR PXT SELECT \*\*

**Oliver Chase** 

## OVERALL FIT: 70%

Performance Model = highlighted boxes; Oliver's placement = his initials

#### THINKING STYLE

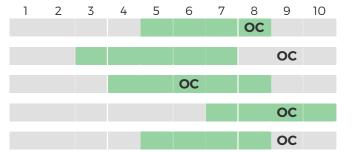


Verbal Skill

Verbal Reasoning

Numerical Ability

Numeric Reasoning





#### **BEHAVIORAL TRAITS**

Pace			OC	
	< STEADY			URGENT >
Assertiveness			OC	
	< UNASSUMING			FORCEFUL >
Sociability	(	C		
	< RESERVED			OUTGOING >
Conformity			OC	
	< STRONG-WILLED	)		COMPLIANT >
Outlook	OC			
	< SKEPTICAL			TRUSTING >
Decisiveness	(	C		
	< DELIBERATE			BOLD >
Accommodation		OC		
	< STEADFAST			AGREEABLE >
Independence			OC	
	< RELIANT		ŀ	AUTONOMOUS >
Judgment				OC
	< INTUITIVE			FACTUAL >



#### TOP INTERESTS

OLIVER in rank order TECHNICAL CREATIVE FINANCIAL/ADMIN ENTERPRISING PEOPLE SERVICE MECHANICAL PERFORMANCE MODEL in rank order ENTERPRISING PEOPLE SERVICE FINANCIAL/ADMIN