

PART 1 SNAPSHOT REPORT



EQ – IQ Consulting

| RECOMMENDATIONS SNAPSHOT | RECOMMENDATION | RISK |
|--|-----------------------|----------|
| Recommendation WRT to Candidate's Fit with the Cognitive Requirements of the Job: | Acceptable | Low |
| Recommendation WRT to Candidate's Fit with the Personality Requirements of the Job: | Good | Very Low |
| Recommendation WRT to Candidate's Overall Fit (Personality and Cognitive) Requirements of the Job: | Good Fit: Recommended | Very Low |
| Overall Recommendation | | |
| Cognitively, Joe is an acceptable fit with this role and he is expected to perform as per the norm as regards the problem solving dimensions of the position. As regards his personality, this is a good fit and he will play mostly to his strengths. Any gaps that have been identified can be regarded as being areas for development. Looking globally at his profile, he is recommended as an acceptable candidate for this position. | | |

FIT TABLE

| Candidate | Role Assessed For: | Fit Table | | | | | |
|---|------------------------------------|-----------|----------|-------------------------|------------|----------|-----------|
| | | Stretch | | Fit | | Natural | |
| Joe Sample | Recruitment For General Supervisor | Poor | Marginal | Acceptable with Caveate | Acceptable | Good | Excellent |
| Capabilities | Cognitive | | | | Acceptable | | |
| | Personality | | | | | Good | |
| | Recommendation For Capabilities | | | | | Good | |
| Risk Posed in Appointing The Candidate Into This Role:** | | | | | | | |
| | | | | | | Very Low | |

** Bear in mind that if this candidate's capability is not well suited to the capabilities required by this role, he/she may potentially be suited to other roles in the business.

| SNAPSHOT: COGNITIVE LEVEL OF WORK | | |
|--|---------------------|--|
| Job Levels | Preferred Job Level | Candidate's Job Level |
| Low Job Level 2 | | |
| Mid Job Level 2 | Mid Job Level 2 | Mid Job Level 2 |
| High Job Level 2 | | |
| Low Job Level 3 | | |
| Mid Job Level 3 | | |
| High Job Level 3 | | |
| Low Job Level 4 | | |
| Mid Job Level 4 | | |
| High Job Level 4 | | |
| Candidate's Cognitive Level of Work | | Mid Job Level 2 - Diagnostic (Skilled Worker/Supervisor) |
| Recommendation WRT to Candidate's Fit with the Cognitive Requirements of the Job: | | Acceptable |
| The degree of risk in appointing someone with the above Cognitive Capabilities to this role is: | | Low |
| Comments | | |
| | | |

| SNAPSHOT: PERSONALITY PROFILE | | |
|-------------------------------|----------------------|------------|
| | Profile Validity | Valid |
| Self Regulation | NB'ce | Joe Sample |
| INTERNAL LOCUS OF CONTROL | Very Important | Average |
| SELF - DISCIPLINE | Very Important | Strength |
| SELF - CONFIDENCE | Important | Strength |
| CONSCIENTIOUS | Very Important | Strength |
| SELF - CONTROL | Nice to have or less | |
| RESILIENCE | Very Important | Strength |
| DRIVEN | Critical | Average |

| Managing Tasks | NB'ce | Rating |
|------------------|----------------------|----------|
| ENTHUSIASTIC | Nice to have or less | |
| CAUTIOUS | Nice to have or less | |
| DETAIL CONSCIOUS | Very Important | Strength |
| CONCEPTUAL | Nice to have or less | |
| INTUITIVE | Nice to have or less | |
| LOGICAL | Very Important | Strength |
| CONVENTIONAL | Nice to have or less | |
| PRACTICAL | Important | Strength |
| INNOVATIVE | Important | Gap |

| Working with People | NB'ce | Rating |
|---|----------------------|-------------------------------------|
| ACCOMMODATING | Nice to have or less | |
| ASSERTIVE | Very Important | Strength with Potential for Overuse |
| SELF - SUFFICIENT | Nice to have or less | |
| CONTROLLING | Nice to have or less | |
| EMPATHY | Important | Strength |
| COLLABORATIVE | Important | Strength |
| INTERPERSONAL INSIGHT | Important | Strength |
| INTERPERSONAL CONFIDENCE | Important | Strength |
| TEAM WORK | Important | Strength |
| Team Roles | NB'ce | Rating |
| CO - ORDINATOR | Nice to have or less | |
| DRIVER | Important | Average |
| CRITICAL JUDGE | Nice to have or less | |
| IMPLEMENTER | Important | Strength |
| SUPPORTER | Nice to have or less | |
| CATALYST | Nice to have or less | |
| COMPLETOR | Very Important | Strength |
| INNOVATOR | Nice to have or less | |
| Recommendation WRT to Candidate's Fit with the Personality Requirements of the Job: | | Good |

| | |
|---|-----------------------|
| Recommendation WRT to Candidate's Global Fit with the Capability Requirements of the Job: | Good Fit: Recommended |
|---|-----------------------|