



Gap Report

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4-22-2006

INTRODUCTION

Long-term superior performance is directly related to job fit. Job fit, in simple terms, is having the talent that the job requires.

Most people match some, but not necessarily all, job requirements. When this happens, we have a gap. The gap is nothing more than an area for development.

This report makes it easy for both manager and subordinate to discuss and develop a plan for personalized development.

Section 1

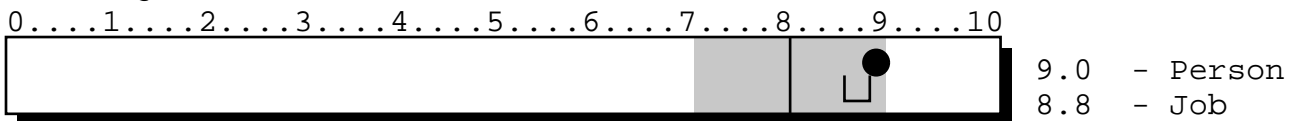
PERSONAL ATTRIBUTES HIERARCHY

This section identifies which people attributes are important to the job benchmark from its highest to lowest rankings. In comparing talent, it is important to note that gaps may point to a job attribute that is of significant importance to the job but has a low ranking by the person. In turn, a job attribute may be of low importance to the job but has a high ranking by the person.

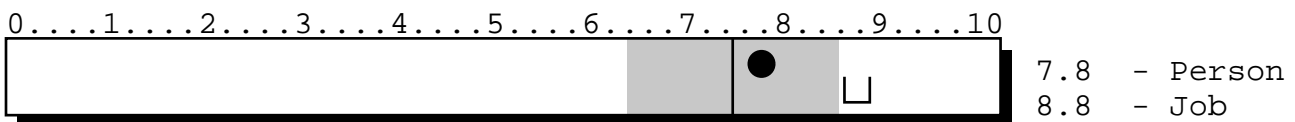
1. CUSTOMER FOCUS: A commitment to customer satisfaction.



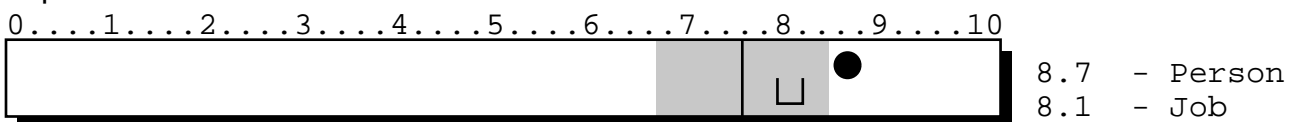
2. EMPATHETIC OUTLOOK: The capacity to perceive and understand the feelings and attitudes of others.



3. ACCOUNTABILITY FOR OTHERS: The ability to take responsibility for others' actions.



4. DIPLOMACY AND TACT: The ability to treat others fairly, regardless of personal biases or beliefs.



5. PERSONAL ACCOUNTABILITY: A measure of the capacity to be answerable for personal actions.



● - Person
 □ - Job

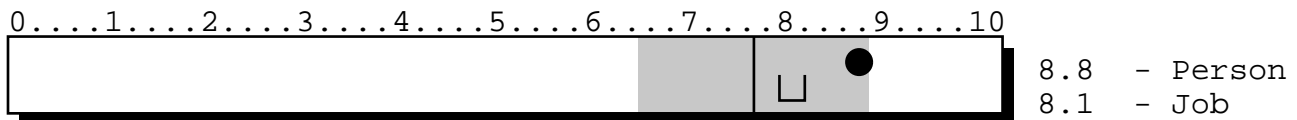
Rev: 0.94-0.90

* 68% of the population falls within the shaded area.

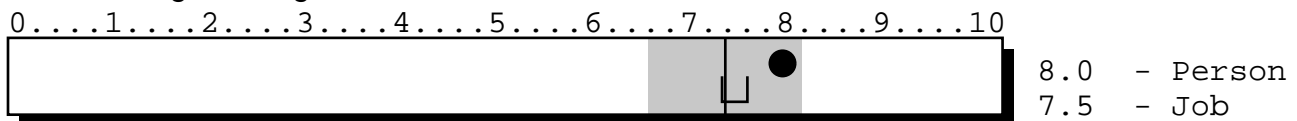
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PERSONAL ATTRIBUTES HIERARCHY

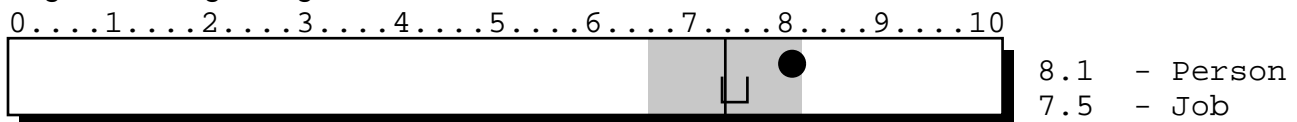
6. OBJECTIVE LISTENING: The ability to listen to many points of view without bias.



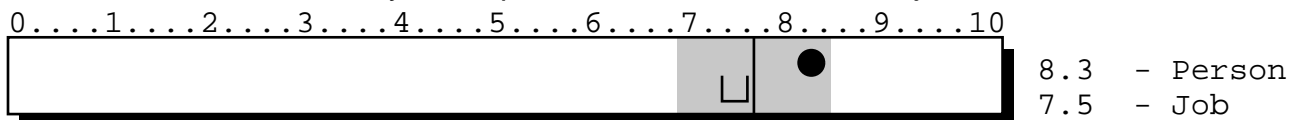
7. GOAL ACHIEVEMENT: The overall ability to set, pursue and attain achievable goals, regardless of obstacles or circumstances.



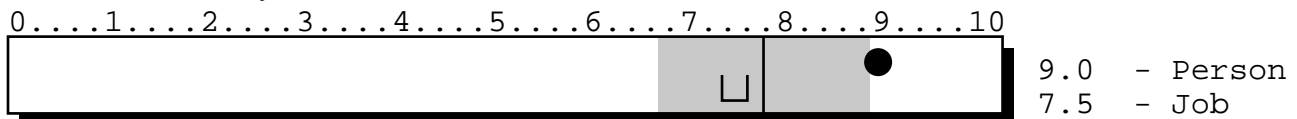
8. DECISION MAKING: The ability to analyze all aspects of a situation to gain thorough insight to make decisions.



9. TEAMWORK: The ability to cooperate with others to meet objectives.



10. CONFLICT MANAGEMENT: The ability to resolve different points of view constructively.



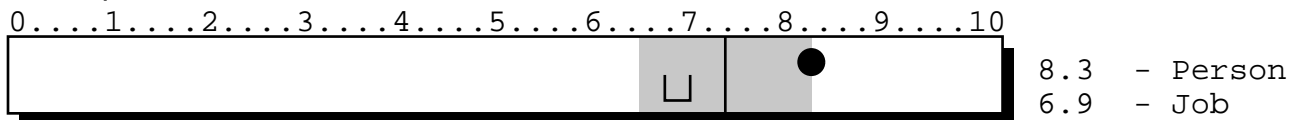
● - Person
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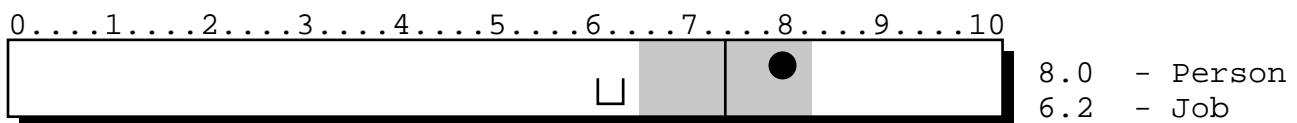
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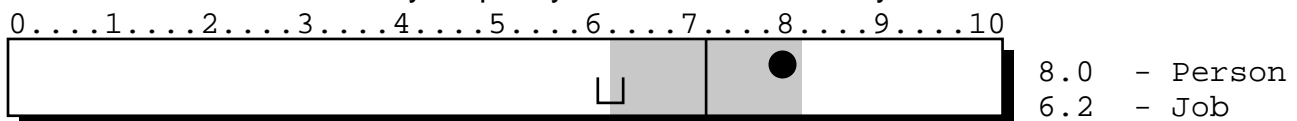
11. DEVELOPING OTHERS: The ability to contribute to the growth and development of others.



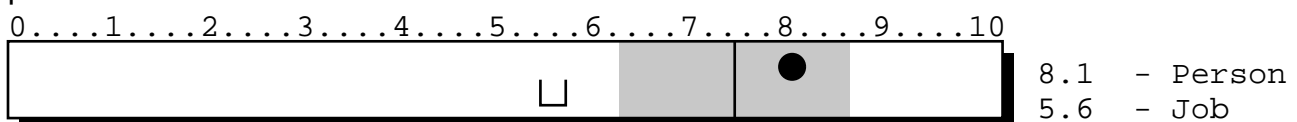
12. SELF MANAGEMENT: The ability to prioritize and complete tasks in order to deliver desired outcomes within allotted time frames.



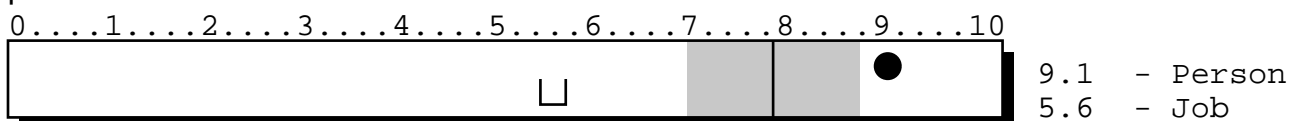
13. RESILIENCY: The ability to quickly recover from adversity.



14. PROBLEM SOLVING: The ability to identify key components of a problem to formulate a solution or solutions.



15. INTERPERSONAL SKILLS: The ability to interact with others in a positive manner.



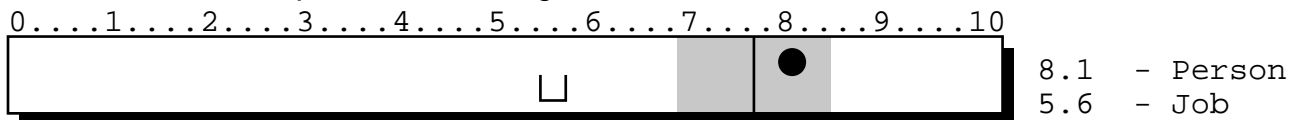
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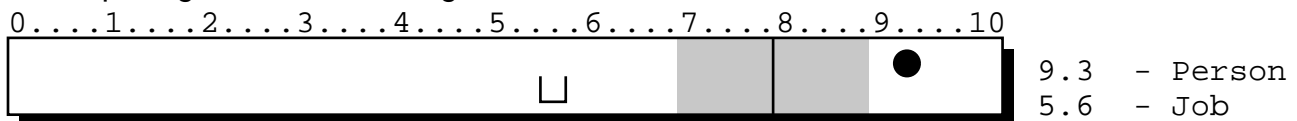
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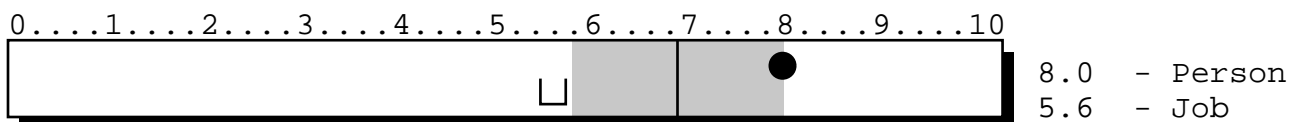
16. INFLUENCING OTHERS: The ability to personally affect others' actions, decisions, opinions or thinking.



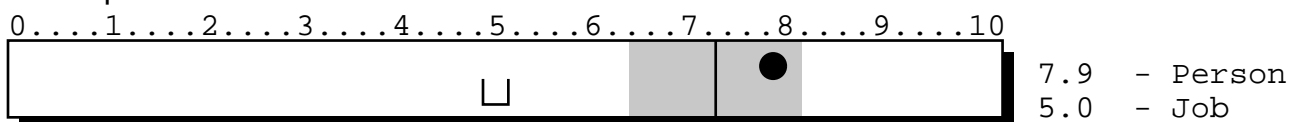
17. LEADING OTHERS: The ability to organize and motivate people to accomplish goals while creating a sense of order and direction.



18. SELF STARTING: The ability to initiate and sustain momentum without external stimulation.



19. RESULTS ORIENTATION: The ability to identify actions necessary to complete tasks and obtain results.



20. PLANNING AND ORGANIZATION: The ability to establish a process for activities that lead to the implementation of systems, procedures or outcomes.



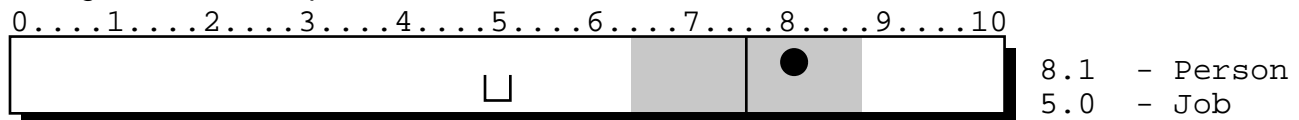
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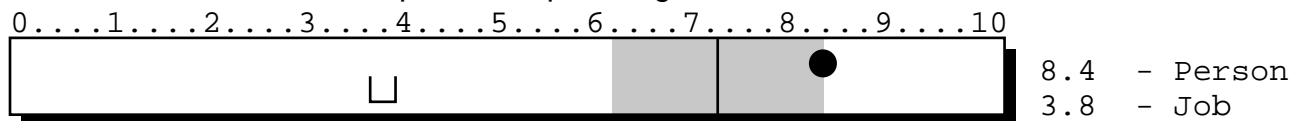
Section 1

PERSONAL ATTRIBUTES HIERARCHY

21. FLEXIBILITY: The ability to readily modify, respond to and integrate change with minimal personal resistance.



22. CONCEPTUAL THINKING: The ability to analyze hypothetical situations or abstract concepts to compile insight.



23. CONTINUOUS LEARNING: The ability to take personal responsibility and action toward learning and implementing new ideas, methods and technologies.



- - Person
- - Job

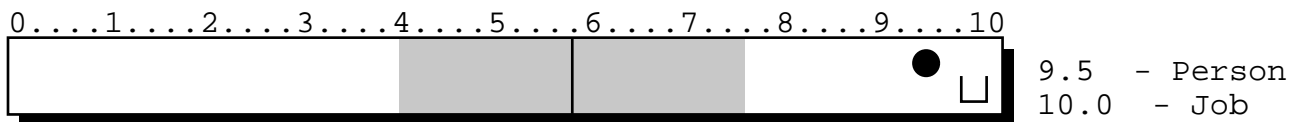
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Section 2

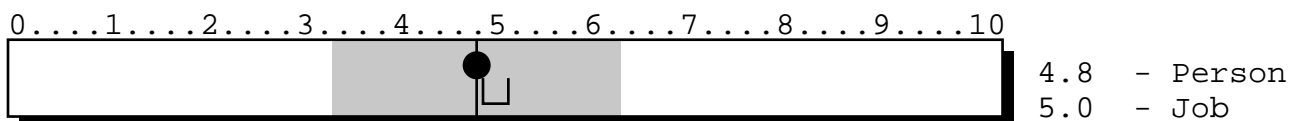
PERSONAL INTERESTS, ATTITUDES AND VALUES

These graphs are based on the hierarchy of the job benchmark's rewards/culture in descending order from highest required by the job to the lowest. Gaps may point to a job culture that does not match the person's passion and may produce negative feelings about the job.

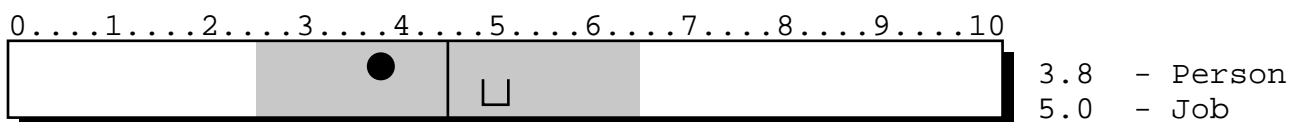
1. UTILITARIAN/ECONOMIC



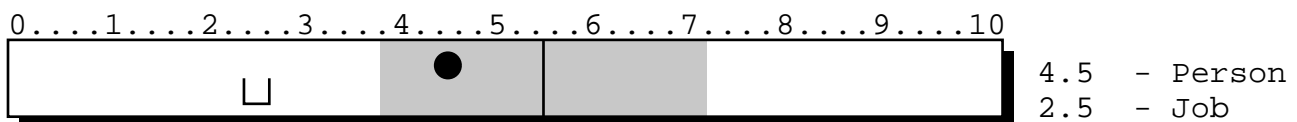
2. INDIVIDUALISTIC/POLITICAL



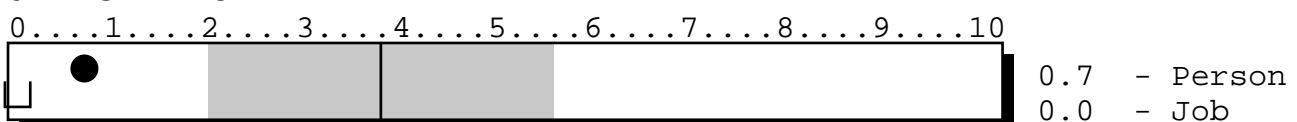
3. TRADITIONAL/REGULATORY



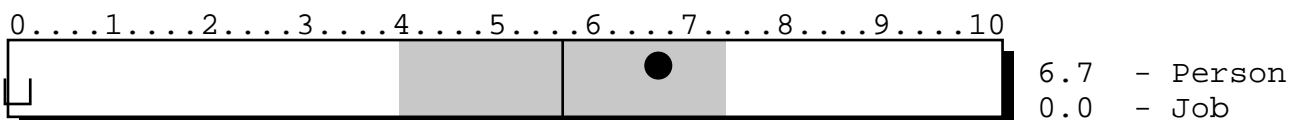
4. THEORETICAL



5. AESTHETIC



6. SOCIAL



● - Person
□ - Job

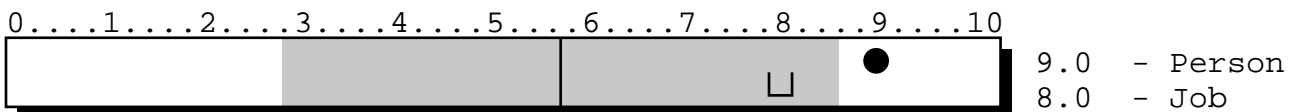
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Section 3

BEHAVIORAL HIERARCHY

This section is designed to give a visual understanding of the behavioral traits demanded of the job and the natural behavioral style(s) of the individual. The graphs are in descending order from the highest rated behavioral traits required by the job to the lowest. In comparing the results in this section, it is important to note how gaps may indicate a level of stress that could be created when a person is forced to adapt behavior that is not his/her natural style.

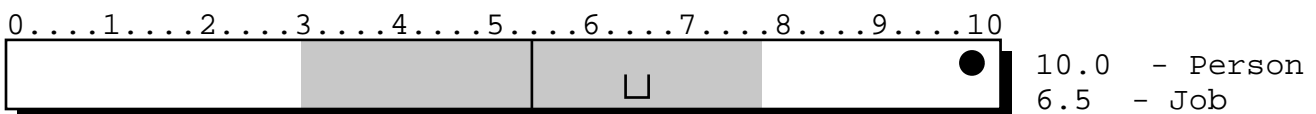
1. FREQUENT INTERACTION WITH OTHERS



2. CUSTOMER ORIENTED



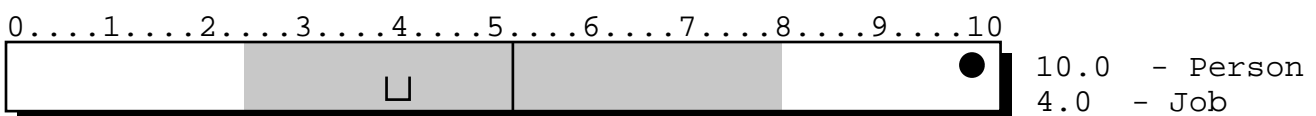
3. VERSATILITY



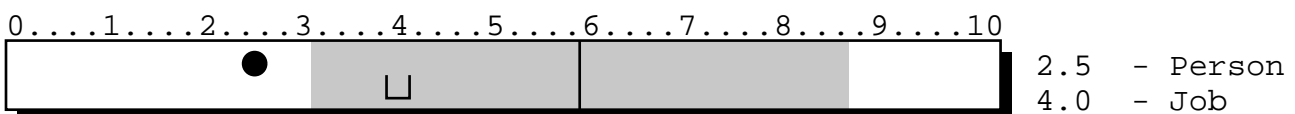
4. FREQUENT CHANGE



5. URGENCY



6. ANALYSIS OF DATA



● - Person
 □ - Job

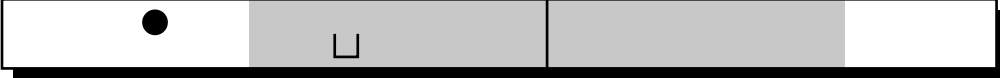
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7. ORGANIZED WORKPLACE

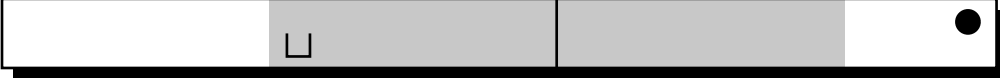
0 1 2 3 4 5 6 7 8 9 10



1.5 - Person
3.5 - Job

8. COMPETITIVENESS

0 1 2 3 4 5 6 7 8 9 10



10.0 - Person
3.0 - Job

● - Person
□ - Job

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DIMENSIONAL BALANCE

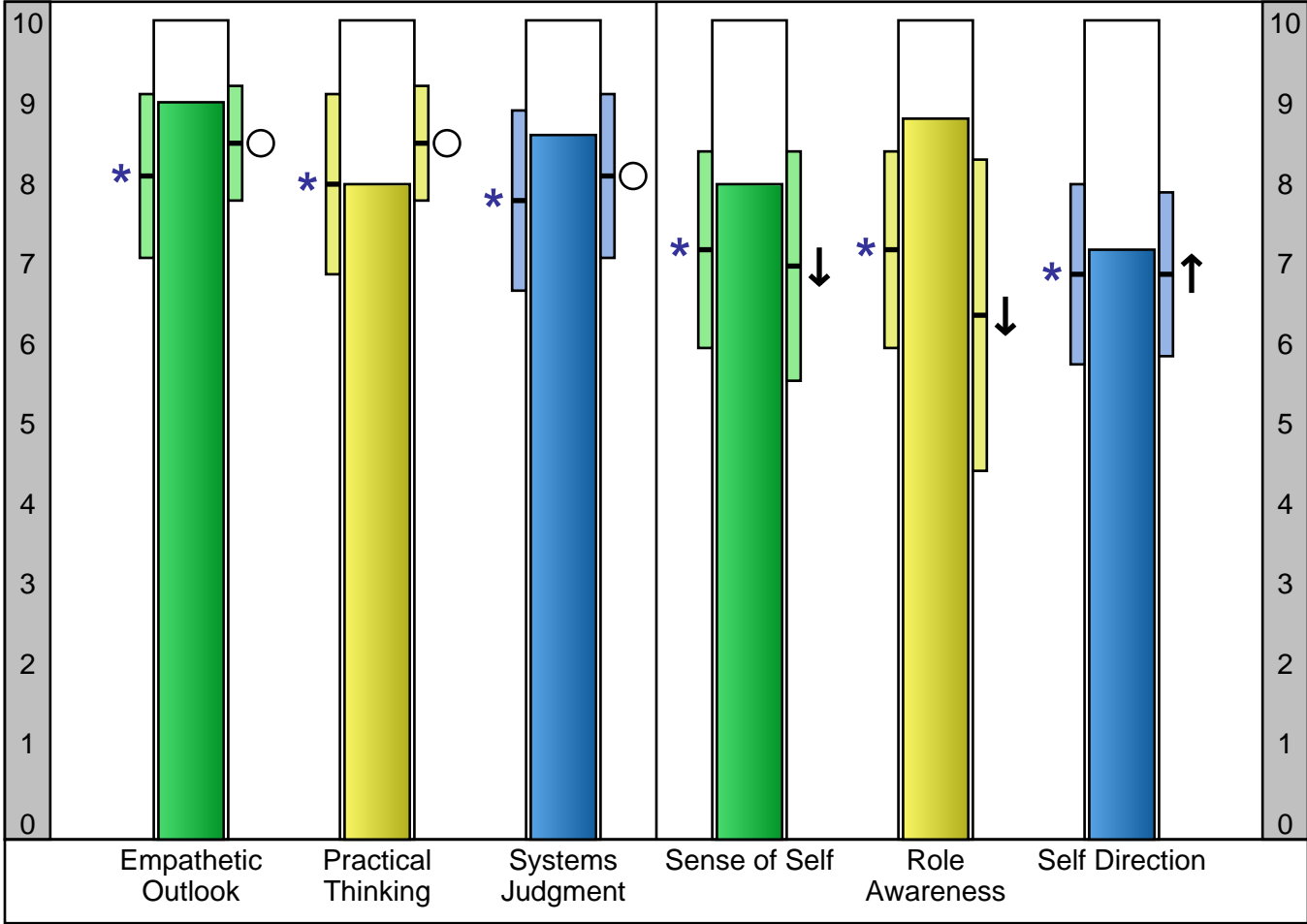
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*	Population mean
↑	Overvaluation
○	Neutral valuation
↓	Undervaluation

EXTERNAL FACTORS (Part 1)

INTERNAL FACTORS (Part 2)



Score 9.0 8.0 8.6 8.0 8.8 7.2

Bias ○ ○ ○ ↓ ↓ ↑

