



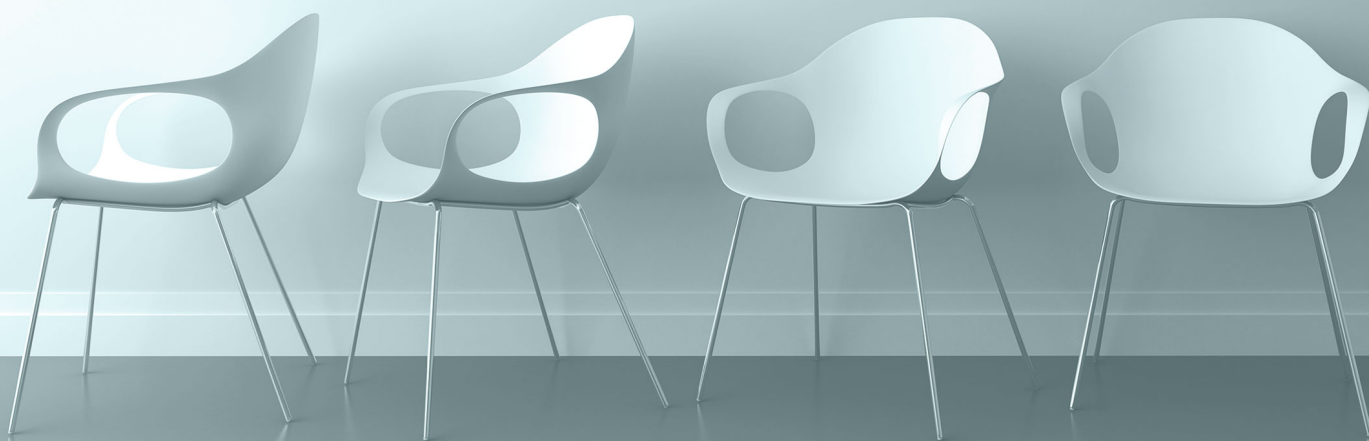
Performance Model Report

One position

PERFORMANCE MODEL

DEFINITIONS

IDEAL CANDIDATE



PROVIDED BY

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INTRODUCTION

This report presents the Performance Model for **Network and Computer Systems Administrators*** by indicating the desired range of scores on a variety of scales. The ideal candidate would score within each of the highlighted ranges. Further, this report will provide insight into the meaning of each scale and will help you understand the ideal employee for the role.

What's in this report?		
PERFORMANCE MODEL Range of scores typical for success in the position	DEFINITIONS Each of the styles and traits will be defined	IDEAL CANDIDATE A statement describing the ideal candidate for this position will appear for each style and trait

What is a Performance Model?

The Performance Model is a tool used to determine the fit between a candidate and a given position. The Model takes into account the abilities and perspectives that correspond to a good job fit and provides the ranges of various measures that are predictive of success in the position. An individual's assessment results can then be compared to the Model to gauge the fit between the person and the position.

The Model consists of a range of scores for the Thinking Style and Behavioral Traits scales where most of the successful performers in this position tend to fall. The farther outside this range (Performance Model) an individual's scores fall, the less likely the individual will fit the role.

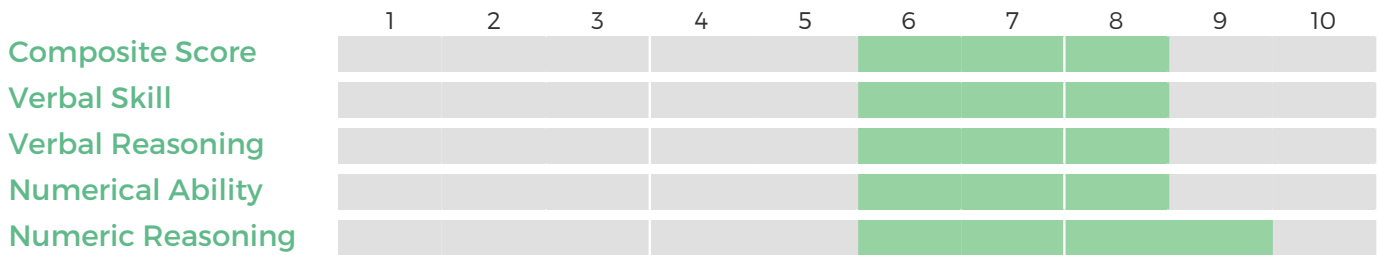
Interests for the Performance Model are based on the interests identified by those most successful in the position. The greater the degree of alignment between the individual's top three interests and the top three in the Performance Model, the more likely he or she is to find the job activities motivating and enjoyable, which could potentially keep him or her more engaged in the position.

Performance Model

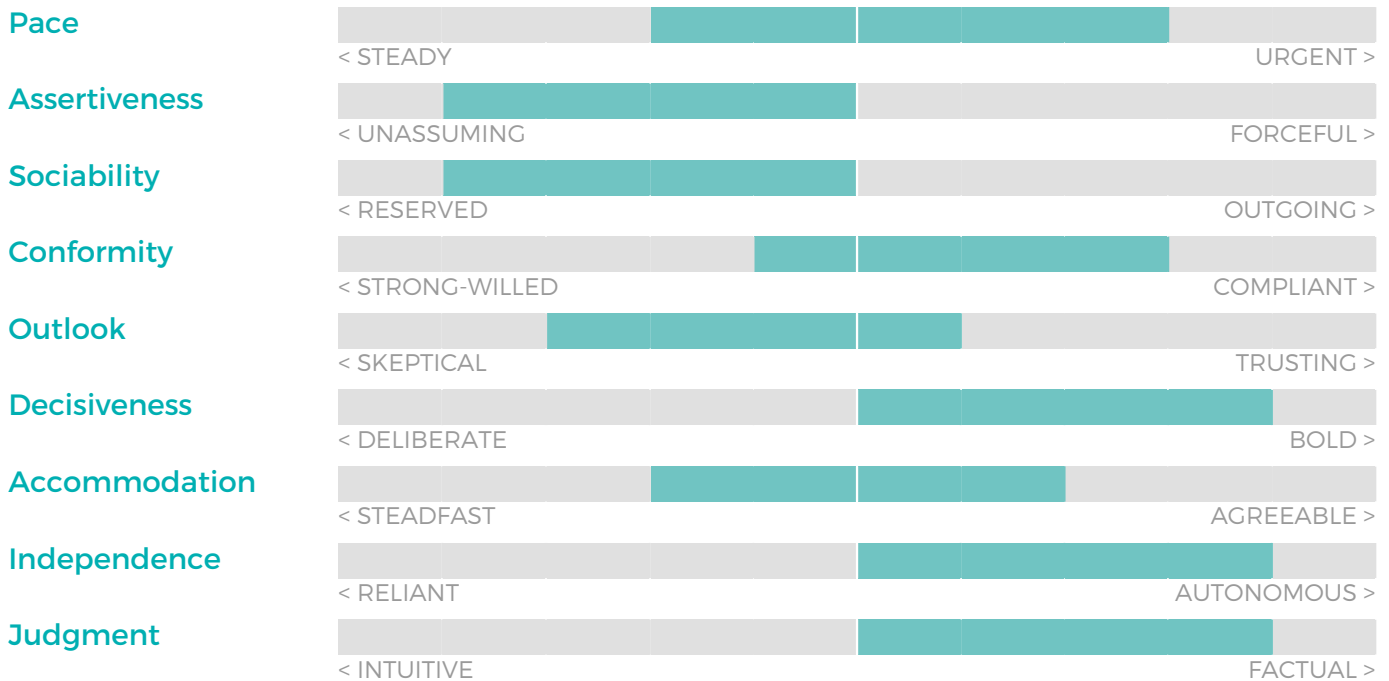
For Network and Computer Systems Administrators*

The highlighted ranges represent the Network and Computer Systems Administrators* Performance Model.

THINKING STYLE



BEHAVIORAL TRAITS



TOP INTERESTS

1-TECHNICAL 2-MECHANICAL 3-FINANCIAL/ADMIN

Performance Model

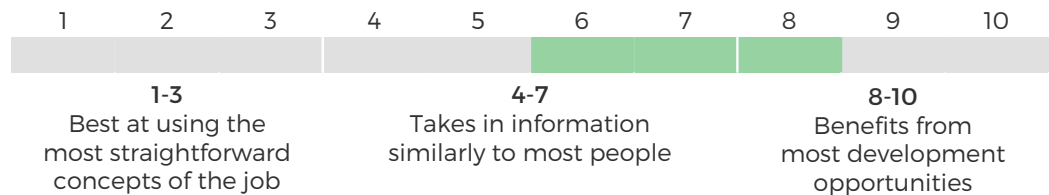
For Network and Computer Systems Administrators*

THINKING STYLE

A primary resource for learning is the ability to process information from one's environment. In most training situations, this information is in the form of either words or numbers. Each of the following scales measures an aspect of understanding words or numbers and using each as part of the reasoning process. They form the foundation for problem solving, communication, interaction, and learning skills used on the job.

Composite Score

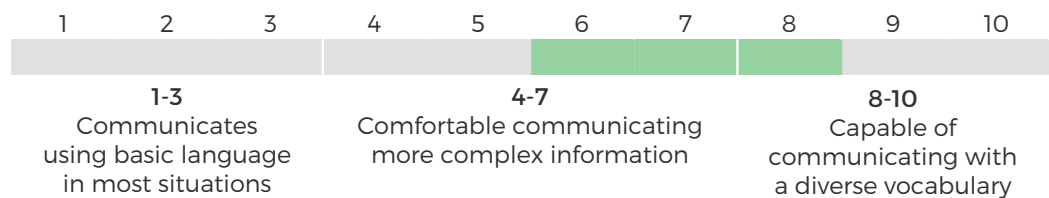
A reflection of overall learning, reasoning, and problem-solving potential



Ideal Candidate: Assimilates information with minimal confusion and can handle more complex information processing.

Verbal Skill

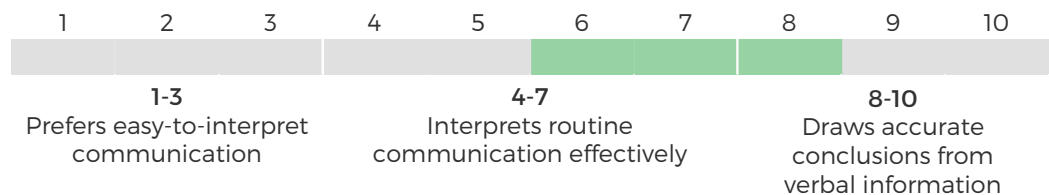
A measure of vocabulary



Ideal Candidate: Can process fairly complex language and has a vocabulary in the above average range.

Verbal Reasoning

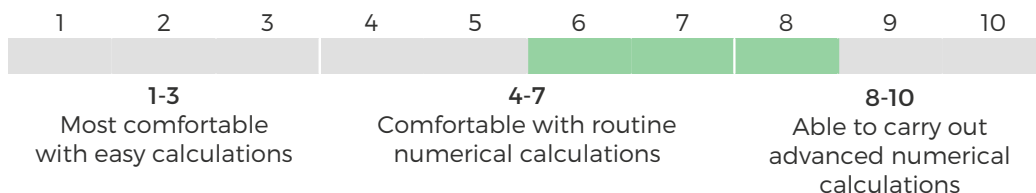
Using words for reasoning and problem solving



Ideal Candidate: Capable of analyzing and understanding the nuances contained in complex communication.

Numerical Ability

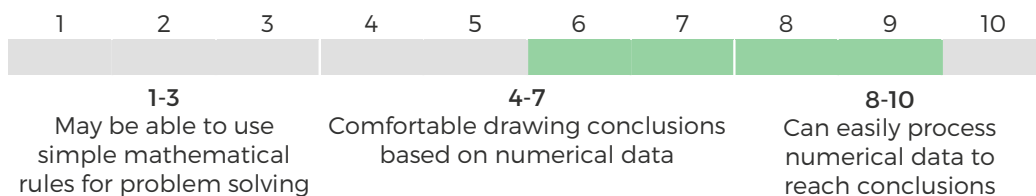
A measure of numerical calculation ability



Ideal Candidate: Proficient with basic numerical equations and is fairly comfortable with complex calculations.

Numeric Reasoning

Using numbers as a basis in reasoning and problem solving



Ideal Candidate: Very capable of analyzing even the most complex numerical data and arriving at accurate and sophisticated conclusions as a result.

BEHAVIORAL TRAITS

Behavioral Traits help define who we are by influencing our behaviors. As our strengths and the combinations of our behavioral traits vary, so do our behaviors. The following are some of the traits that have been shown to be important in work settings.

Pace

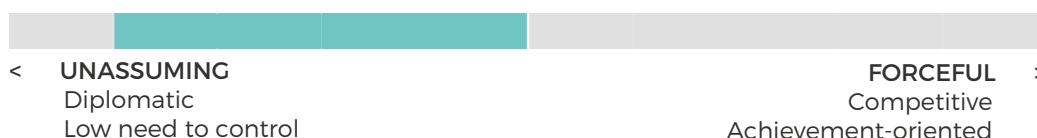
Overall rate of task completion



Ideal Candidate: Responds well to time constraints and generally works at a brisk pace.

Assertiveness

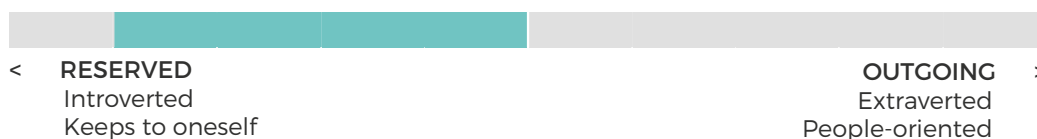
Expression of opinions and need for control



Ideal Candidate: Somewhat willing to lead others, but most comfortable when given the chance to take direction from someone else.

Sociability

Desire for interaction with others



Ideal Candidate: Comfortable working alone, but willing to collaborate as part of a team when necessary.

Conformity

Attitude on policies and supervision



Ideal Candidate: Responds well to a structured environment and does not mind close supervision.

Outlook

Anticipation of outcomes and motives



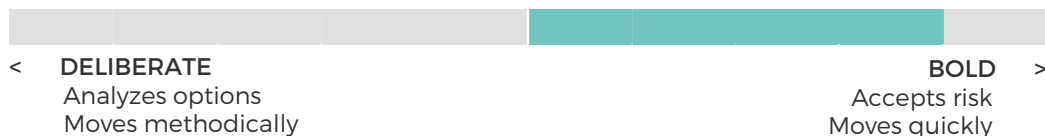
< **SKEPTICAL**
Seeks evidence
Cautious

TRUSTING >
Optimistic
Accepting

Ideal Candidate: Has a bit of a skeptical side and will withhold buy-in until given the chance to scrutinize information.

Decisiveness

Use of speed and caution to make decisions



< **DELIBERATE**
Analyzes options
Moves methodically

BOLD >
Accepts risk
Moves quickly

Ideal Candidate: Is comfortable making quick decisions, even when limited information is available.

Accommodation

Inclination to tend to others' needs and ideas



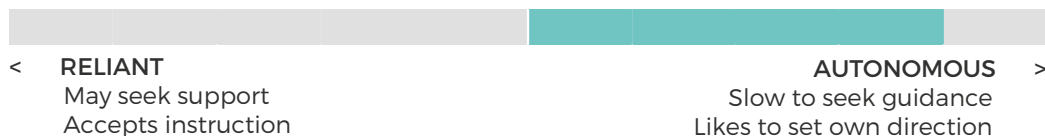
< **STEADFAST**
Willing to express disagreement
Defends priorities and beliefs

AGREEABLE >
Harmonious
Amenable

Ideal Candidate: Expresses his or her point of view, but is very attentive to the needs of others.

Independence

Level of preference for instruction and guidance



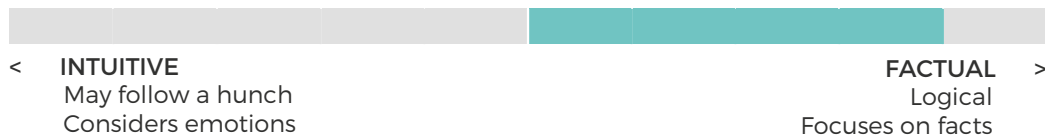
< **RELIANT**
May seek support
Accepts instruction

AUTONOMOUS >
Slow to seek guidance
Likes to set own direction

Ideal Candidate: Performs best when provided minimal direction and given the room to make decisions independently.

Judgment

Basis for forming opinions and making decisions



< **INTUITIVE**
May follow a hunch
Considers emotions

FACTUAL >
Logical
Focuses on facts

Ideal Candidate: Bases decisions mostly on observable behaviors and data.

INTERESTS

The Interests section may indicate an individual's motivation and potential satisfaction with various positions. The top three interests for this model, based on the interests of people who have been most successful in this position, are listed below in descending order.

1 - TECHNICAL

A Technical interest suggests the enjoyment of learning technical material, interpreting complex information, and solving abstract problems. Individuals with this interest may enjoy working with numbers, data, and/or computer programs.

2 - MECHANICAL

A Mechanical interest suggests the enjoyment of building and repairing things and working with machinery or tools. Individuals with this interest may like tasks that involve using their hands, being outdoors, and/or breaking a sweat.

3 - FINANCIAL/ADMIN

A Financial/Admin interest suggests the enjoyment of working with numbers, organizing information, and office routines such as record-keeping and completing paperwork. It could indicate an eye for detail and a desire for accuracy.

Ideal Candidate: Appreciates working with details, systems, and methods for standard business practices, especially in the industrial/technical arena. This individual may enjoy solving problems, setting up systems, and establishing new approaches.