



## Performance Model Report

One position

PERFORMANCE MODEL

DEFINITIONS

IDEAL CANDIDATE



PROVIDED BY

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# INTRODUCTION

This report presents the Performance Model for **Food Preparation and Service\*** 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?

<p><b>PERFORMANCE MODEL</b> Range of scores typical for success in the position</p>	<p><b>DEFINITIONS</b> Each of the styles and traits will be defined</p>	<p><b>IDEAL CANDIDATE</b> A statement describing the ideal candidate for this position will appear for each style and trait</p>
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## 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.

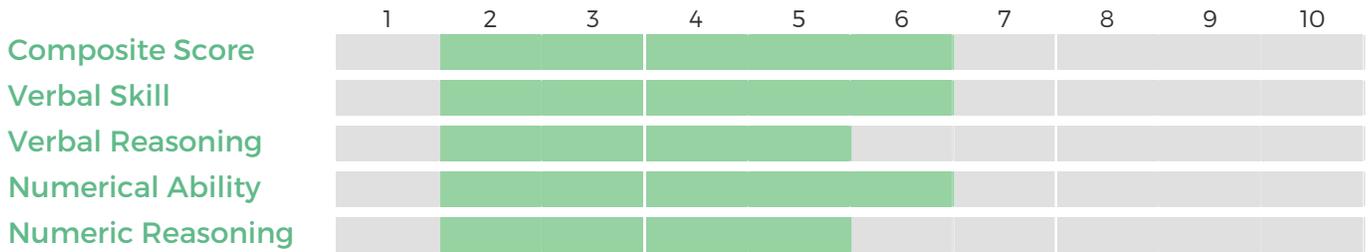
Interests for the Performance Model are based on the interests identified by those most successful in the position. The greater the degree of alignment between the individual's top three interests and the top three in the Performance Model, the more likely he or she is to find the job activities motivating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

# Performance Model

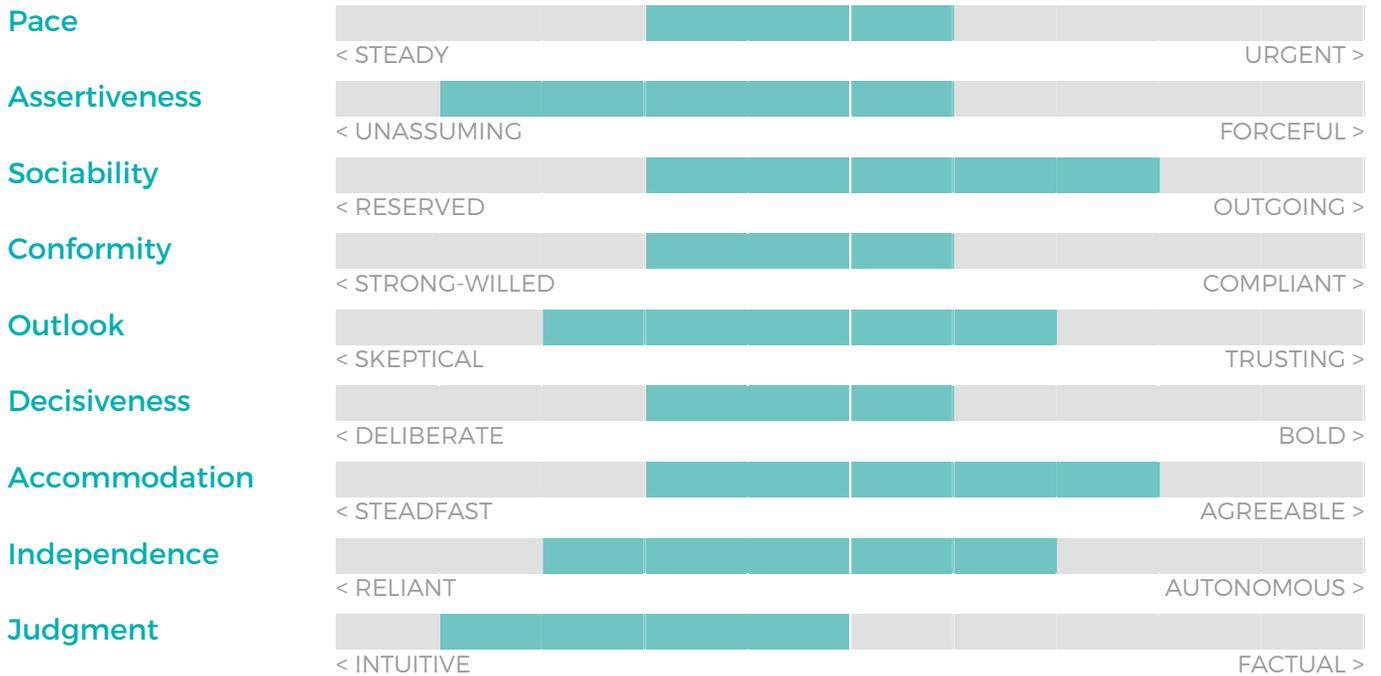
## For Food Preparation and Service\*

The highlighted ranges represent the Food Preparation and Service\* Performance Model.

### THINKING STYLE



### BEHAVIORAL TRAITS



### TOP INTERESTS

1-MECHANICAL      2-FINANCIAL/ADMIN      3-ENTERPRISING

# Performance Model

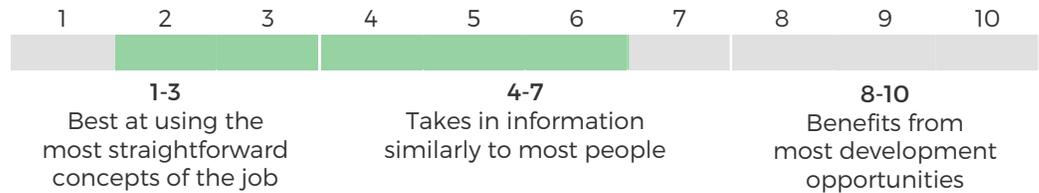
## For Food Preparation and Service\*

### 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

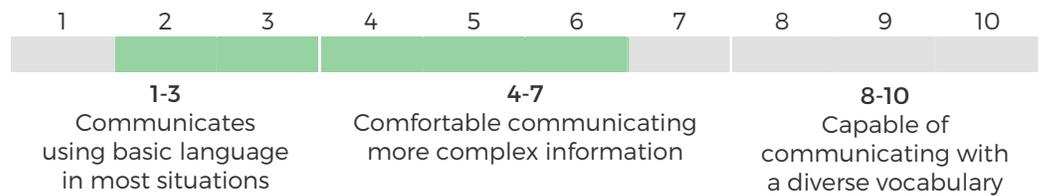
A reflection of overall learning, reasoning, and problem-solving potential



**Ideal Candidate:** Assimilates information within normal limits but may occasionally require closer attention when learning new material.

#### Verbal Skill

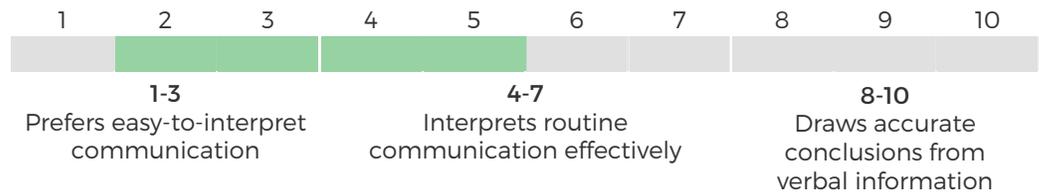
A measure of vocabulary



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

#### Verbal Reasoning

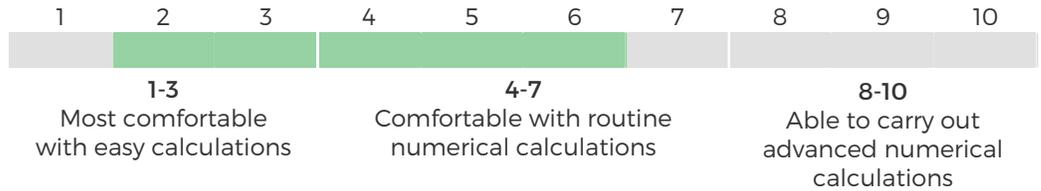
Using words for reasoning and problem solving



**Ideal Candidate:** Capable of analyzing and understanding moderately complex communication.

### Numerical Ability

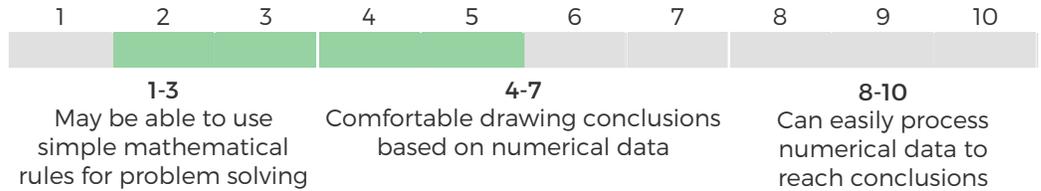
A measure of numerical calculation ability



**Ideal Candidate:** Utilizes basic calculations effectively, but prefers to avoid complex data or sophisticated numerical analysis.

### Numeric Reasoning

Using numbers as a basis in reasoning and problem solving



**Ideal Candidate:** Able to make decisions based on basic numerical data and understands uncomplicated charts and graphs.

## 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:** Most effective in a more low-pressure environment, but will pick up the pace when necessary.

### Assertiveness

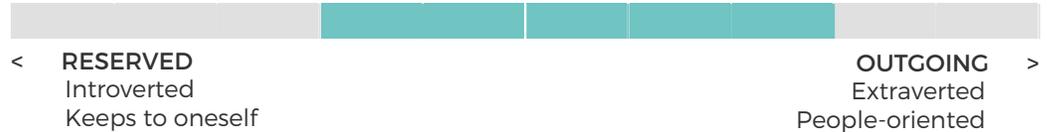
Expression of opinions and need for control



**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:** Generally outgoing and capable of working effectively in a team environment.

### Conformity

Attitude on policies and supervision



**Ideal Candidate:** Effective without direct management, yet welcomes some structure and supervision as needed.

### Outlook

Anticipation of outcomes and motives



**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



**Ideal Candidate:** Capable of making timely responses but frequently deliberates by weighing the pros and cons of a situation.

### Accommodation

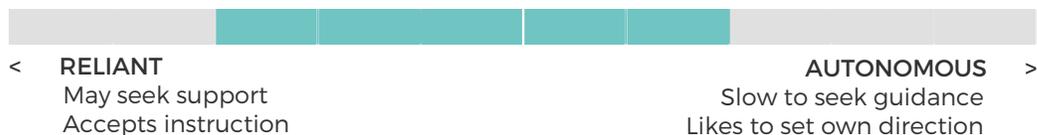
Inclination to tend to others' needs and ideas



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

### Independence

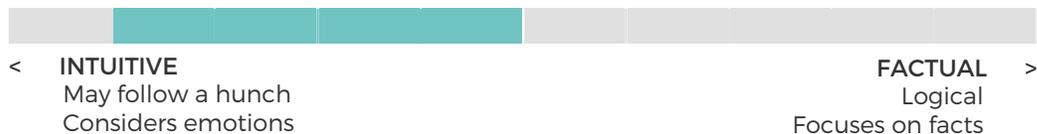
Level of preference for instruction and guidance



**Ideal Candidate:** Demonstrates some level of independence, but functions best when offered specific instructions and a moderate level of guidance.

### Judgment

Basis for forming opinions and making decisions



**Ideal Candidate:** Uses judgment that balances common sense and practical experience.

## 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 - 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.

### 2 - 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.

### 3 - ENTERPRISING

An Enterprising interest suggests the enjoyment of leadership, presenting ideas, and persuading others. Individuals with this interest may desire responsibility and exercise initiative, ambition, and resourcefulness.

**Ideal Candidate:** Motivated by leadership in industrial settings and using well-founded business methods to achieve goals. Basically, this individual is likely to be interested in a wide range of business and industrial activities.