



Performance Model Report

One position

PERFORMANCE MODEL
DEFINITIONS
IDEAL CANDIDATE



PROVIDED BY

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INTRODUCTION

This report presents the Performance Model for **Supervisors** 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.

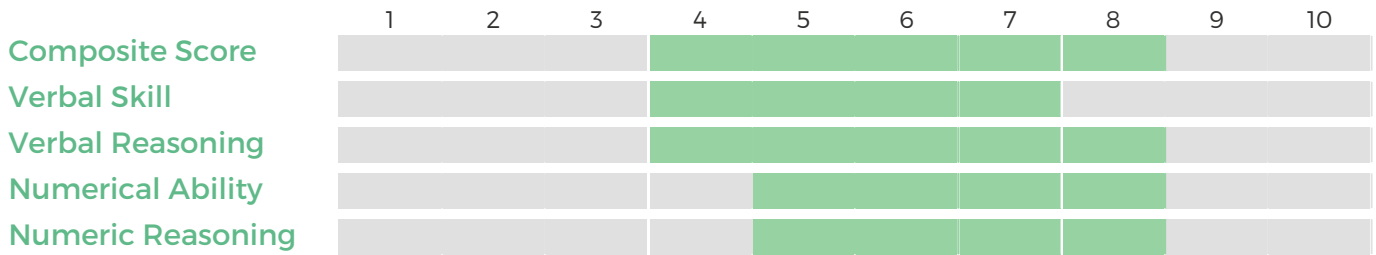
Interests for the Performance Model are based on the interests identified by those most successful in the position. The greater the degree of alignment between the individual's top three interests and the top three in the Performance Model, the more likely he or she is to find the job activities motivating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

Performance Model

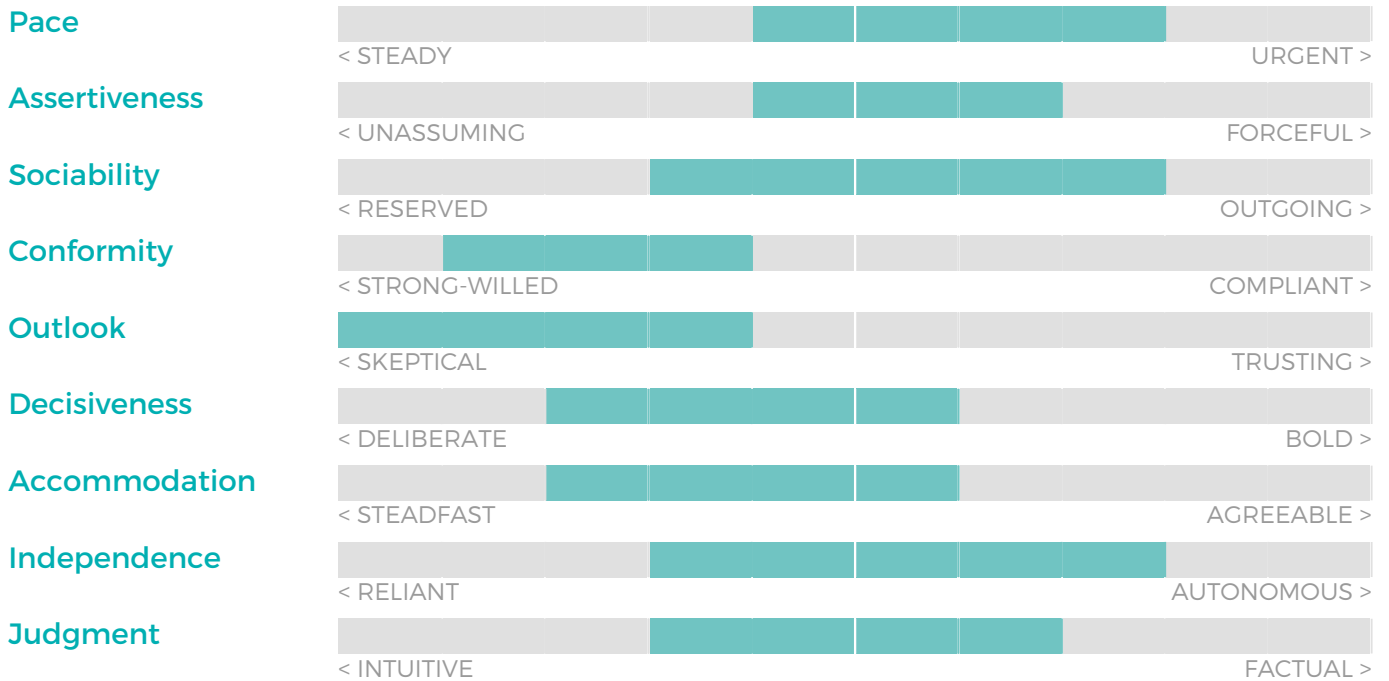
For Supervisors

The highlighted ranges represent the Supervisors Performance Model.

THINKING STYLE



BEHAVIORAL TRAITS



TOP INTERESTS

1-TECHNICAL 2-ENTERPRISING 3-PEOPLE SERVICE

Performance Model

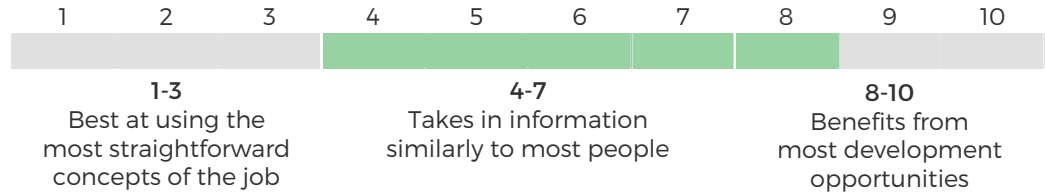
For Supervisors

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

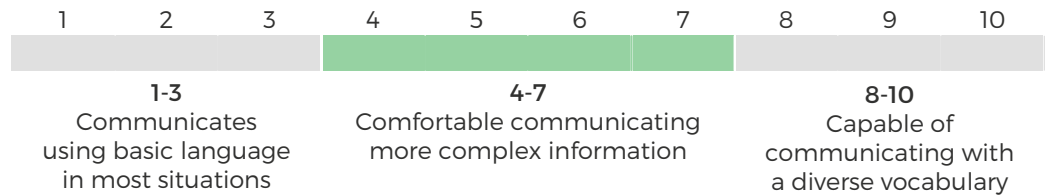
A reflection of overall learning, reasoning, and problem-solving potential



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

Verbal Skill

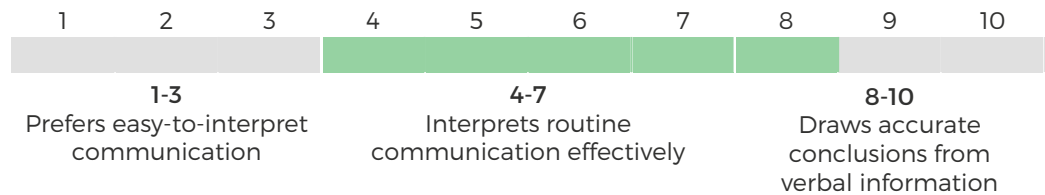
A measure of vocabulary



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

Verbal Reasoning

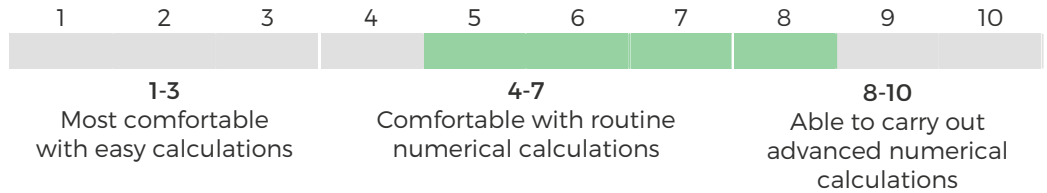
Using words for reasoning and problem solving



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

Numerical Ability

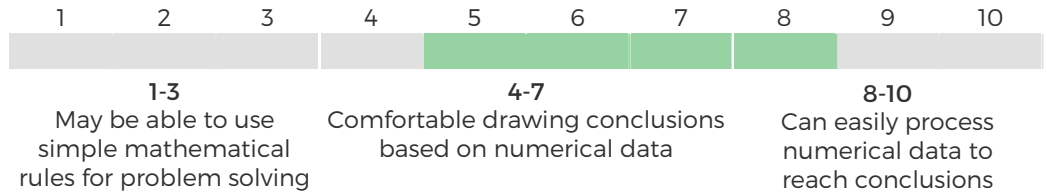
A measure of numerical calculation ability



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: Reasonably efficient when using numerical data in decision making and requires little assistance in processing 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: Responds well to time constraints and generally works at a brisk pace.

Assertiveness

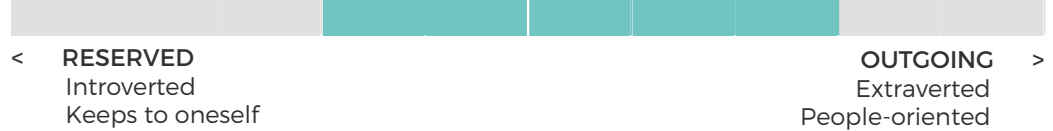
Expression of opinions and need for control



Ideal Candidate: Enjoys influencing others but is still willing to follow direction from someone else when necessary.

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: Functions best without direct supervision and when allowed to have control over his or her activities.

Outlook

Anticipation of outcomes and motives



< **SKEPTICAL**
Seeks evidence
Cautious

TRUSTING >
Optimistic
Accepting

Ideal Candidate: Tends to be vigilant and on the lookout for potential problems.

Decisiveness

Use of speed and caution to make decisions



< **DELIBERATE**
Analyzes options
Moves methodically

BOLD >
Accepts risk
Moves quickly

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



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

AGREEABLE >
Harmonious
Amenable

Ideal Candidate: Responds appropriately to the needs of others but strongly defends his or her opinions.

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: Moderately independent yet can accept necessary guidance and instruction.

Judgment

Basis for forming opinions and making decisions



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

FACTUAL >
Logical
Focuses on facts

Ideal Candidate: Balances objective information and instincts to make decisions.

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 - 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.

3 - PEOPLE SERVICE

A People Service interest suggests the enjoyment of collaboration, compromise, and helping others. It may indicate a strong sense of empathy and support and a knack for bringing people together.

Ideal Candidate: Appreciates an analytically oriented work setting and opportunities to practice the art of persuasion. This individual may be drawn into situations in which he or she can help people in an advisory capacity.