

theProfileXT

Confidential Candidate Match Report

For the

***Emergency Service District
Field Supervisor***

Job Pattern

Saturday, May 3, 2003

LMI's Center for Effective Organizations

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Job Match Profiles

The following is a comparison of selected candidates to the Emergency Service District Field Supervisor job pattern. The number reported represents the overall match to the selected job pattern for each individual. The highest score possible is 95%.

Chad Sample	86%
Kelly Sample	80%
Chuck Sample	79%
Heath Sample	79%
Jason Sample	69%

Please note this report does not measure or consider candidates' education, training, or experience, nor does it consider job skill requirements.

NOTICE:

As discussed in the User's Guide for this product, this job pattern approach to matching individuals to a position provides information of great value and should be an important part of the placement decision. However, the user is reminded that the results from any test should never make up more than a third of the final decision.

ProfileXT Job Description

The “Emergency Service District Field Supervisor” position will require:

Employee Description

Learning Index	Employees who assimilate information within expected norms and can appreciate more complex information processing.
Verbal Skill	Employees who communicate within normal expectations and are also comfortable communicating the more complex aspects of their routine functions.
Verbal Reasoning	Employees who interpret routine communications effectively with an ability to analyze more complex verbal information.
Numerical Ability	Employees who utilize routine numerical information in their work and who may occasionally be required to perform more complex calculations.
Numeric Reasoning	Employees who can make decisions based on basic numerical data and who understand the basic implications of charts and graphs that explain such data.
Enterprising	This is not one of the top three interests for this position.
Financial/Admin	This is not one of the top three interests for this position.
People Service	Employees who are highly motivated by a position that offers the opportunity to help others or provide some facilitative service.
Technical	Employees who are motivated by scientific and computer-related endeavors, yet also possess less technical interests.
Mechanical	Employees who are motivated by mechanical situations, yet also possess less mechanical interests.
Creative	This is not one of the top three interests for this position.
Energy Level	Employees who are active and can focus on several tasks at a time.
Assertiveness	Employees who take on leadership roles comfortably but are still capable of following when necessary.
Sociability	Employees who are moderately social, motivated by the opportunity to present their ideas and suggestions and are encouraged by the opportunity to work in a team environment.
Manageability	Employees who respond well to a structured environment and are willing to accept the leadership of others.

ProfileXT Job Description

Attitude	Employees who demonstrate a positive attitude, yet are not required to resist the expression of frustration in order to achieve success in their work.
Decisiveness	Employees who respond at an even pace and maintain effective time management skills when making decisions.
Accommodating	Employees who can appropriately accommodate the needs of customers and co-workers, and also appreciate the occasional need to take a personal position that is different than the group's position
Independence	Employees who are moderately independent yet can accept necessary supervision and structure.
Objective Judgment	Employees who are most successful when provided ample information to make objective decisions, yet are capable of relying on intuition when necessary.

ProfileXT Job Description

Graphic Summary ESD Field Supervisor

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Thinking Style

Learning Index					5	6	7			
Verbal Skill					5	6	7			
Verbal Reasoning					5	6	7			
Numerical Ability					5	6	7			
Numeric Reasoning				4	5	6				

Behavioral Traits

Energy Level						7	8	9		
Assertiveness					5	6	7			
Sociability					5	6	7			
Manageability						6	7	8		
Attitude					5	6	7			
Decisiveness						6	7	8		
Accommodating					5	6	7			
Independence						6	7	8		
Objective Judgment						6	7	8		

Occupational Interests

Top three interests for this position

People Service										
Technical										
Mechanical										

Lowest three interests for this position

Enterprising										
Financial/Admin										
Creative										

The Job Matching process for Interests is concerned with the top three interests of a Job Match Pattern and how closely a candidate's top three interests match. The three top interests for this Pattern are indicated and ranked from top to bottom.