



Evaluado vs Perfil Puesto

Assessed: Pedro Ejemplo

Date of the evaluation: 08-10-2018

Target Profile: Service Manager

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Service Manager

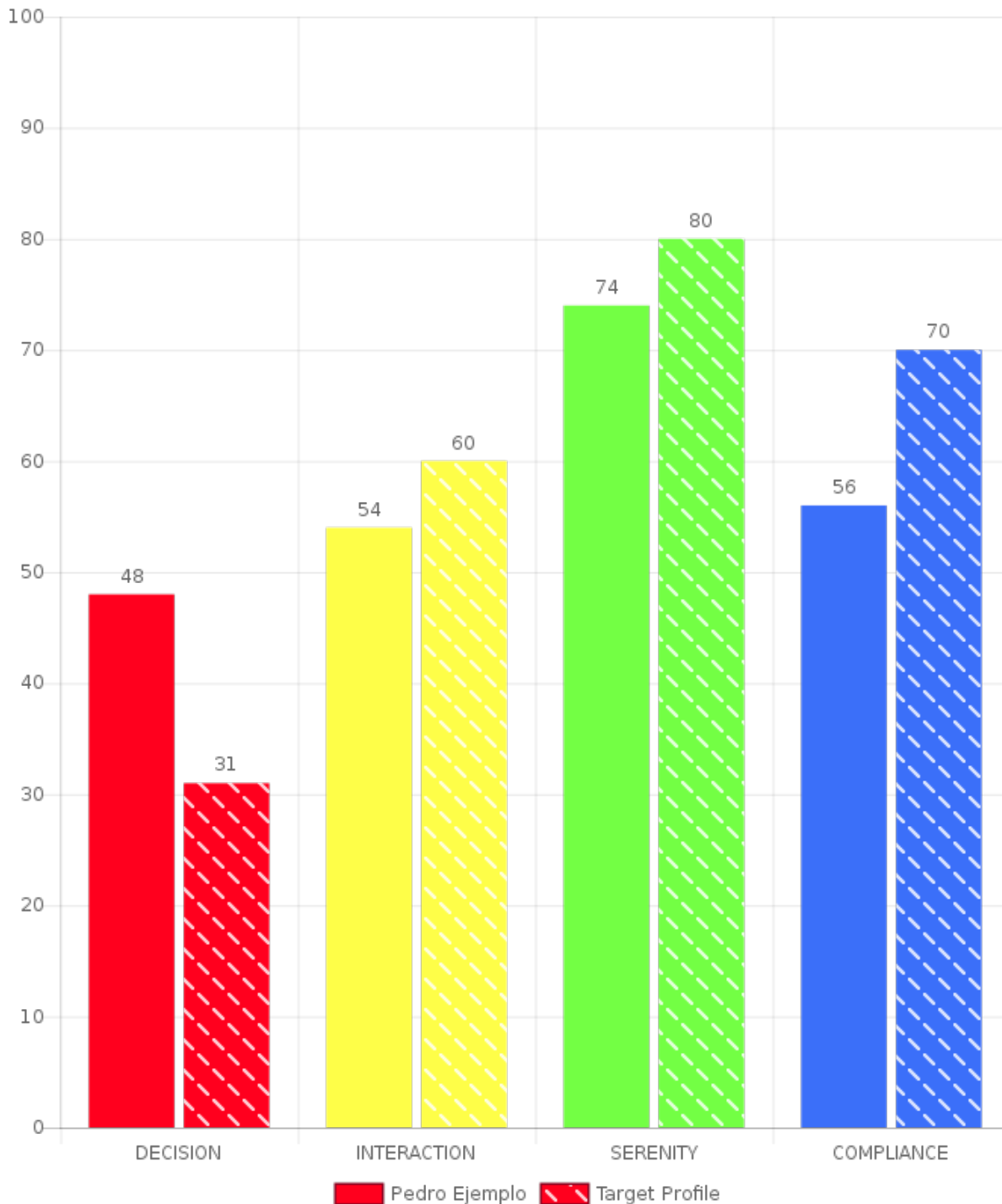
Keep in mind that in the comparison of assessed vs objective it is more important than the general adequacy of the profile than the intensities of the individual factors.

Assessed's profile: SCI

Target Profile: SCI

General adequacy of profile: Excellent

Intensity of DISC factors





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Compare the behavioral characteristics of the respondent with the needs of the target profile, keep in mind that this is a behavioral style guide, not a comparison of individual behaviors.

Characteristics of the candidate vs job profile

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Primary characteristics

- Clear focus on the processes taking into account the people involved
- Being able to keep a constant pace of work which requires traditional responses
- Being an integral part of a team which <he/she> supports and where <he/she> can join efforts
- Carrying out or following agreed plans that coordinate people and tasks
- A steady pace of work that ensures consistency of results
- A reliable person showing consistency in <his/her> performance
- Patience, collaborative spirit, service attitude
- Following established methods patiently and consistently

Additional Characteristics

- Considering the processes and tasks to perform them
- Keeping a consistent pace of work, when high quality is necessary
- Being able to take on specific or specialized tasks within the team
- Being able to comply with plans through established systems

Service Manager

Primary requirements

- Ability to perform routine activities in a constant and stable way
- A steady pace of work that ensures consistency of results
- Ability to be just another member of the team and work in a cohesive way
- A reliable person showing consistency in <his/her> performance
- Patience, collaborative spirit, service attitude
- Maintaining a steady pace and calmness in an environment of pressure

Additional requirements

- Being able to work at a methodical pace without compromising the quality of results
- Being able to work alone or with the same but reduced group
- Showing ability of analysis when necessary
- Being able to maintain standards and quality when under pressure

Below you will find areas in which the respondent may require a great deal of adaptive effort, as they may not exhibit these behaviors naturally. If any of the behaviors are key to the target profile, ask or work with the respondent on these issues.

- Give up too quickly, avoiding any controversy or antagonistic environment
- Try not to change things and getting defensive when he feels in danger
- Accept things outwardly, but denying them inwardly
- Not say what he thinks and then repenting, being too condescending
- Prefer time to pass and avoid new things, be too conservative
- Little sense of urgency, usually he do not ask for help when he needs it
- Fail to report the progress of his work



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Next you will see the profile of the person being evaluated located in the target profile map, which will help you to have a global vision of the style of the person being evaluated and their closeness to the demands of the target profile.

