



Confidential

Candidate Matching Report

For the

HUMAN RESOURCE MANAGER

Job Pattern

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Candidate Match to the Position of:
HUMAN RESOURCE MANAGER

This report provides a comparison of selected candidates to the HUMAN RESOURCE MANAGER position. This information will help organize your interviews when more than one candidate is being considered for the same job. The Job Match Percent shown for each candidate represents their match to the position.

Please select candidates from this list and print their Placement Report. This report will provide interview questions and information for use in the interview.

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

<u>Candidates</u>	<u>Job Match Percent</u>
Mary T. Moore	84%
Betty White	82%
Paul McCartney	80%
Tom Jones	78%
Peter Pan	78%
Elizabeth Taylor	74%
Tom Cruise	74%
Angelina Jolie	74%
Elvis Presley	72%
Harry Potter	71%
John Wayne	70%
Brad Pitt	65%
Jennifer Anniston	64%
Jerry Seinfeld	62%
Robin Williams	60%
Jerry Springer	55%

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.

Graphic Summary HUMAN RESOURCE MANAGER

Creation Date: 5/12/2004 9:04:26 PM

Thinking Style

Learning Index	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Verbal Skill	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Verbal Reasoning	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Numerical Ability	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Numeric Reasoning	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

Behavioral Traits

Energy Level	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Assertiveness	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Sociability	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Manageability	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Attitude	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Decisiveness	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Accommodating	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Independence	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Objective Judgment	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

Interests Ranking

Occupational Interests

Top three interests for this position

Enterprising	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
People Service	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Financial/Admin	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

Lowest three interests for this position

Technical	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Mechanical	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Creative	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

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.

Profile XT Job Description Employee Description

This position will require:

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 are reasonably efficient about utilizing numerical data in decision-making and who require little assistance in processing graphic representations of this data.
Enterprising	Employees who are highly motivated by the competitive, entrepreneurial world of sales and management.
Financial/Admin	Employees who are motivated by administrative duties, making budgets and processing numerical information, yet also possess other interests.
People Service	Employees who are highly motivated by a position that offers the opportunity to help others or provide some facilitative service.
Technical	This is not one of the top three interests for this position.
Mechanical	This is not one of the top three interests for this position.
Creative	This is not one of the top three interests for this position.
Energy Level	Employees who respond well to demands on their time and generally work at a brisk pace.
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.

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.