



***Confidential
Succession Planning Report***

for

Kevin Sample

This Sample Report provided by

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Succession Planning

Career pathing or succession planning is important to employee satisfaction as well as to positive organizational growth. Knowing where people may fit in the future can also help you design your training for them.

Our company has developed customized Job Match Patterns for several positions in the organization. This list shows how Kevin Sample matches the Job Match Patterns for these different positions. The overall percent match reflects his Thinking Style, Occupational Interests and Behavioral Traits combined.

You should select appropriate positions from the Job Match Patterns listed here and generate reports for Kevin that are specific to those positions. These reports will provide very detailed information about Kevin to include coaching comments and interviewing ideas for succession planning. Please note this report does not measure or consider the candidate's education, training, or experience, nor does it indicate job skill requirements.

<u>Position</u>	<u>Job Match Percent</u>
MARKETING MANAGER	84%
TRAINING/DEVELOPMENT MANAGER	83%
HUMAN RESOURCE MANAGER	83%
COMPENSATION/BENEFITS MANAGER	83%
SECURITY MANAGER	81%
FINANCIAL MANAGER	80%
TREASURER/CONTROLLER/CFO	80%
HUMAN RESOURCES/TRAINING	78%
GENERAL/OPERATIONS MANAGER	78%
HR/LABOR RELATIONS SPECIALIST	78%
HR/RECRUITER	78%
CHIEF EXECUTIVE	77%
CALL CENTER LINE SUPERVISOR	77%
CUSTOMER SERVICE SUPERVISOR	77%
AUDITOR	76%
ACCOUNTANT	76%
REGIONAL SALES MANAGER	74%
AREA SALES MANAGER	74%
COLLECTIONS SUPERVISOR	70%
ACCOUNTS PAYABLE MANAGER	66%

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 assessment should never make up more than a third of the final decision.