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Gap Report

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Introduction

Long-term superior performance is directly related to job fit. Job fit, in simple terms, is having the talent that the job requires.

Most people match some, but not necessarily all, job requirements. When this happens, we have a gap. The gap is nothing more than an area for development.

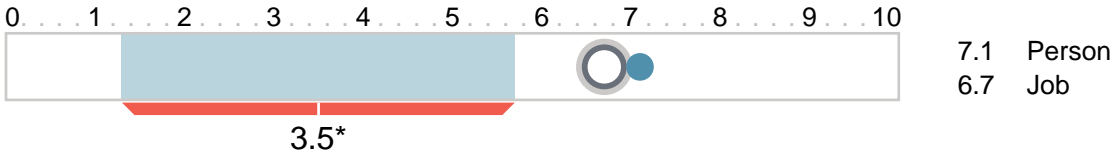
This report makes it easy for both manager and subordinate to discuss and develop a plan for personalized development.



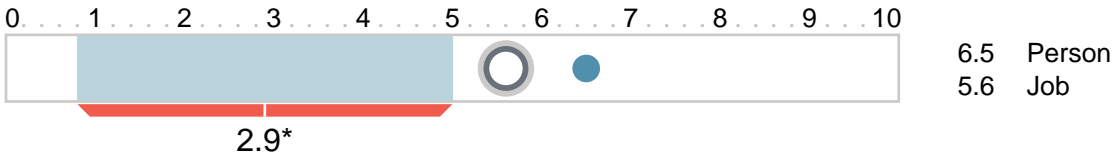
Primary Driving Forces Cluster

These graphs are based on the hierarchy of the job benchmark's driving forces in descending order from highest provided by the job to the lowest. Gaps may point to areas in the job that do not align with the persons driving forces.

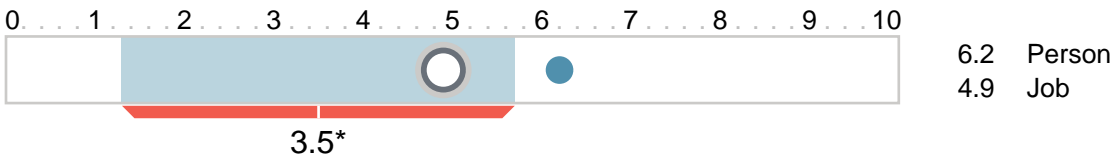
1. Collaborative - People who are driven by being in a supporting role and contributing with little need for individual recognition.



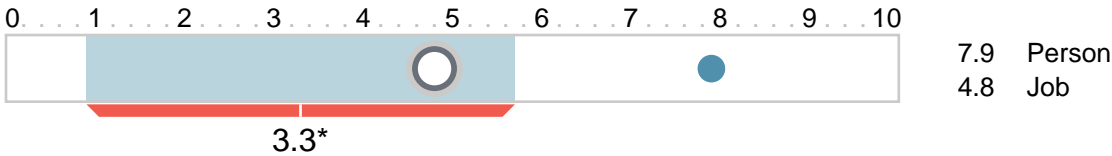
2. Instinctive - People who are driven by utilizing past experiences, intuition and seeking specific knowledge when necessary.



3. Harmonious - People who are driven by the experience, subjective viewpoints and balance in their surroundings.



4. Altruistic - People who are driven to assist others for the satisfaction of being helpful or supportive.



* 68% of the population falls within the shaded area.

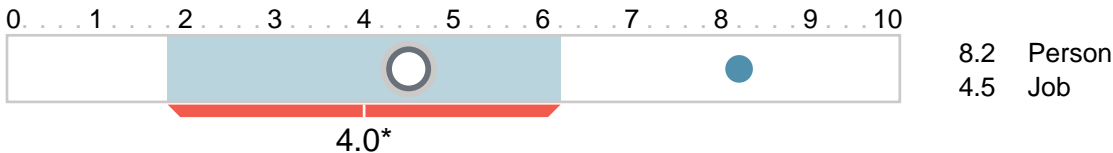
○ - Job ● - Person



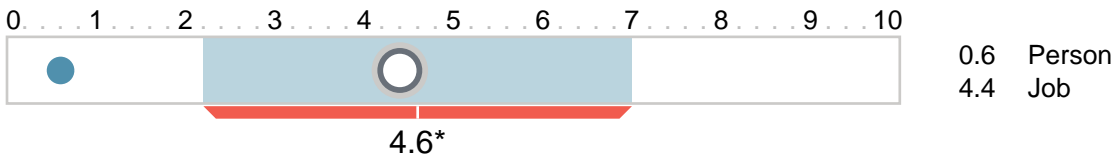
Situational Driving Forces Cluster

These graphs are based on the hierarchy of the job benchmark's driving forces in descending order from highest provided by the job to the lowest. Gaps may point to areas in the job that do not align with the persons driving forces.

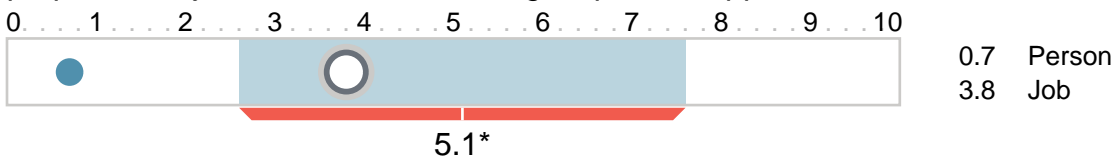
5. Selfless - People who are driven by completing tasks for the sake of completion, with little expectation of personal return.



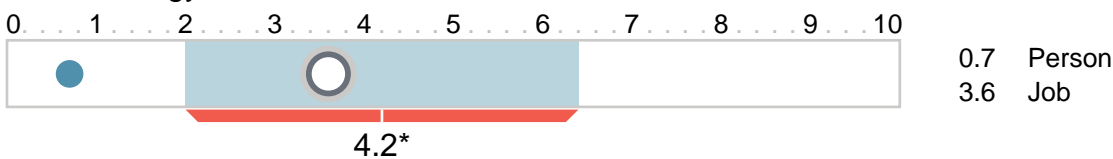
6. Receptive - People who are driven by new ideas, methods and opportunities that fall outside a defined system for living.



7. Intentional - People who are driven to assist others for a specific purpose, not just for the sake of being helpful or supportive.



8. Resourceful - People who are driven by practical results, maximizing both efficiency and returns for their investments of time, talent, energy and resources.



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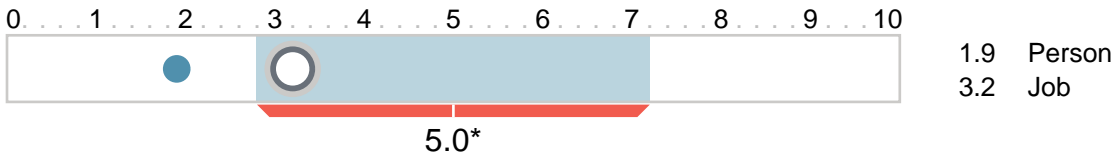
○ - Job ● - Person



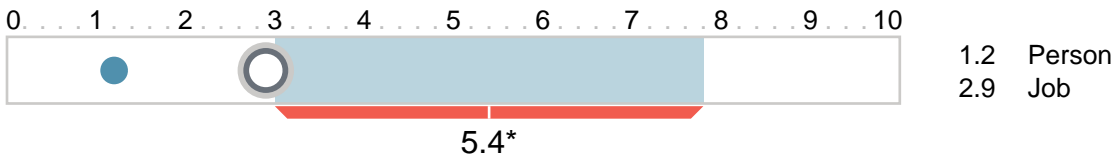
Indifferent Driving Forces Cluster

These graphs are based on the hierarchy of the job benchmark's driving forces in descending order from highest provided by the job to the lowest. Gaps may point to areas in the job that do not align with the persons driving forces.

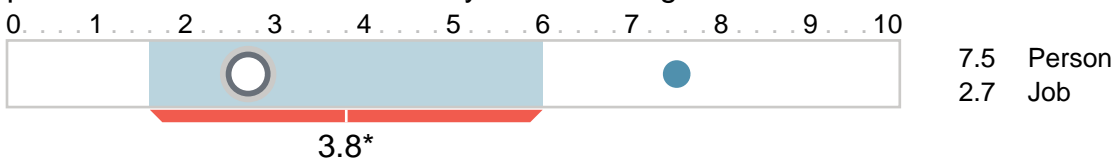
9. Objective - People who are driven by the functionality and objectivity of their surroundings.



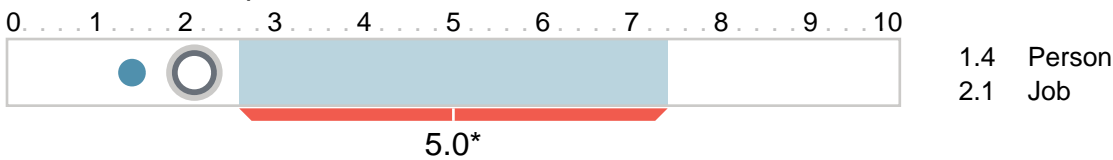
10. Intellectual - People who are driven by opportunities to learn, acquire knowledge and the discovery of truth.



11. Structured - People who are driven by traditional approaches, proven methods and a defined system for living.



12. Commanding - People who are driven by status, recognition and control over personal freedom.



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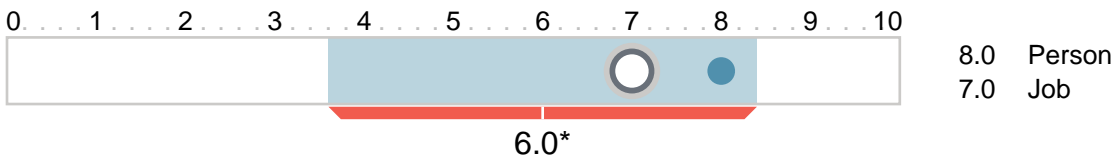
○ - Job ● - Person



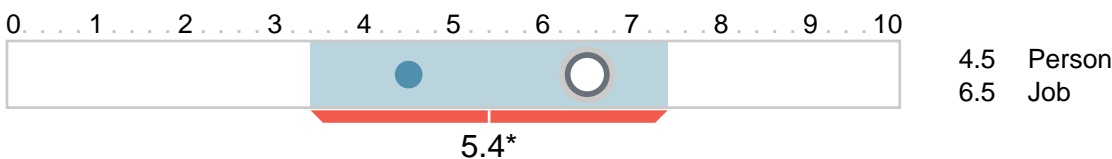
Behavioral Hierarchy

This section is designed to give a visual understanding of the behavioral traits demanded of the job and the natural behavioral style of the individual(s). The graphs are in descending order from the highest rated behavioral traits required by the job to the lowest. In comparing the results in this section, it is important to note how gaps may indicate a level of stress that could be created when a person is forced to adapt behavior that is not his/her natural style.

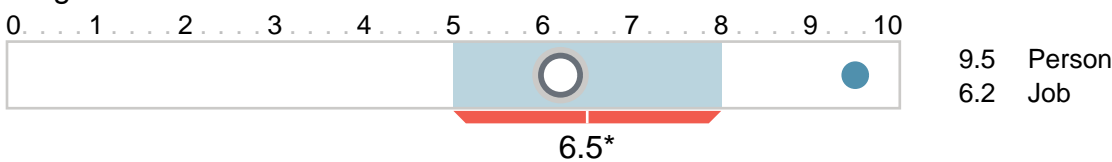
1. Interaction - The job requires frequent communication and engagement with others.



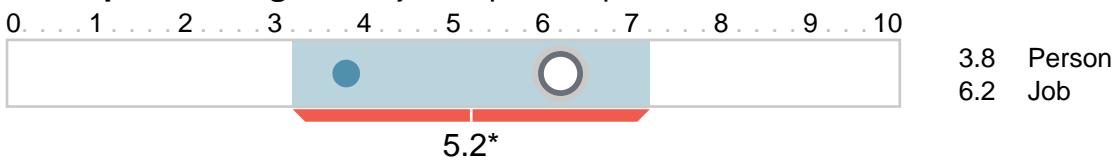
2. Versatile - The job requires adapting to various situations with ease.



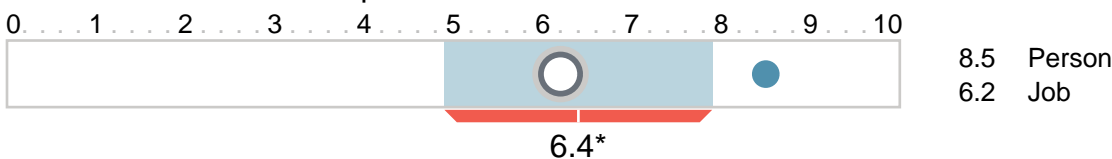
3. People-Oriented - The job requires building rapport with a wide range of individuals.



4. Frequent Change - The job requires rapid shifts between tasks.



5. Customer-Oriented - The job requires identification and fulfillment of customer expectations.



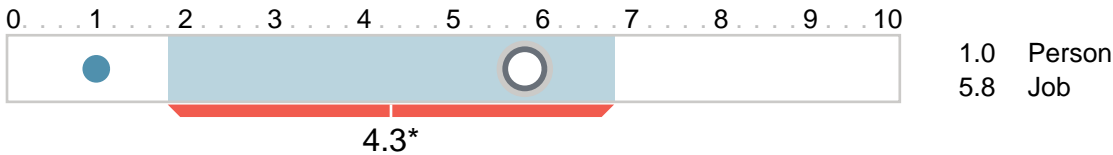
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○ - Job ● - Person

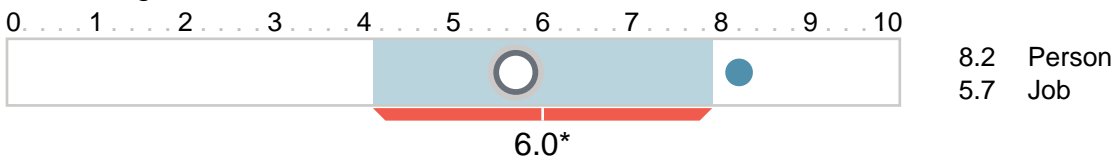


Behavioral Hierarchy

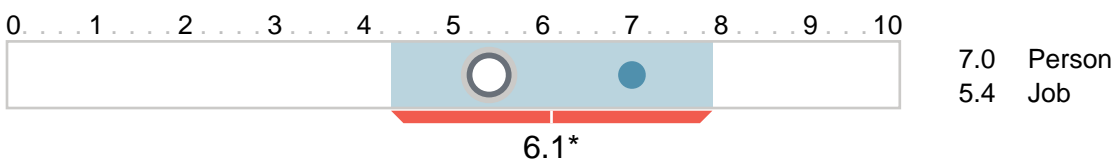
6. Urgency - The job requires decisiveness, quick response, and fast action.



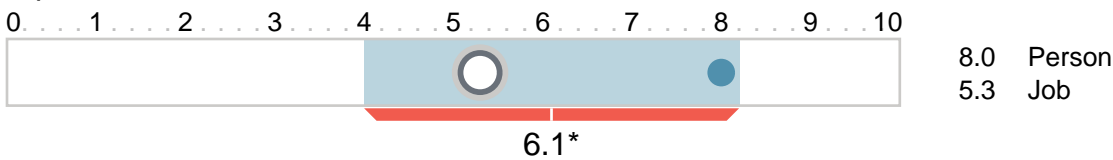
7. Following Policy - The job requires adhering to rules, regulations or existing methods.



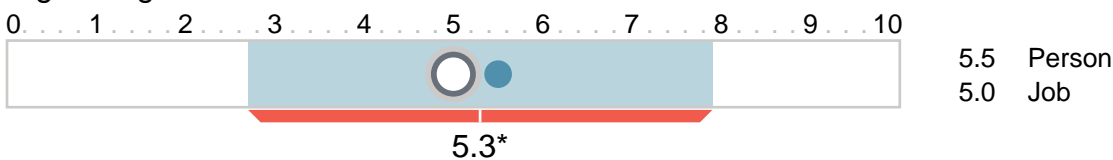
8. Persistence - The job requires finishing tasks despite challenges or resistance.



9. Consistent - The job requires predictable performance in repetitive situations.



10. Analysis - The job requires compiling, confirming, and organizing information.



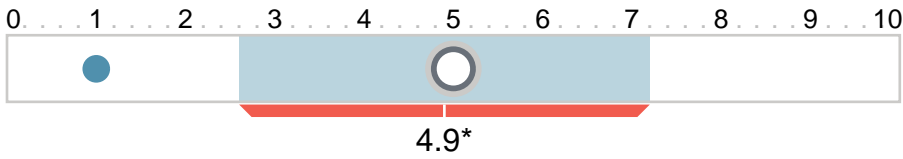
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○ - Job ● - Person

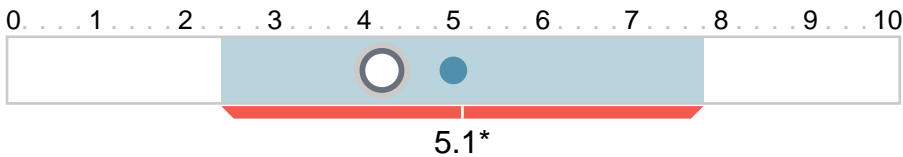


Behavioral Hierarchy

11. Competitive - The job requires assertiveness and a "will to win" in dealing with highly competitive situations.



12. Organized Workplace - The job requires establishing and maintaining specific order in daily activities.



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Comparison Analysis For Consulting and Coaching

Primary Driving Forces Cluster	Zone Range	Person
1. Collaborative	5.8 — 10.0	7.1
2. Instinctive	5.1 — 10.0	6.5
3. Harmonious	3.5 — 5.7	6.2
4. Altruistic	3.3 — 5.7	7.9

Job Behavioral Hierarchy	Zone Range	Person
1. Interaction	6.0 — 8.4	8.0
2. Versatile	5.4 — 7.4	4.5
3. People-Oriented	5.0 — 6.4	9.5
4. Frequent Change	5.2 — 7.2	3.8

- Exact match
- Fair compatibility
- Good compatibility
- Poor compatibility
- Over-focused