Talent Insights®

Gap Report

Samuel Sample

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

50	Person
60	Job

50*
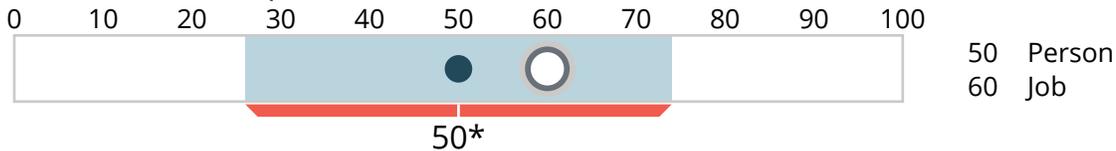
2. Intentional - People who are driven to assist others for a specific purpose, not just for the sake of being helpful or supportive.

100	Person
58	Job

51*
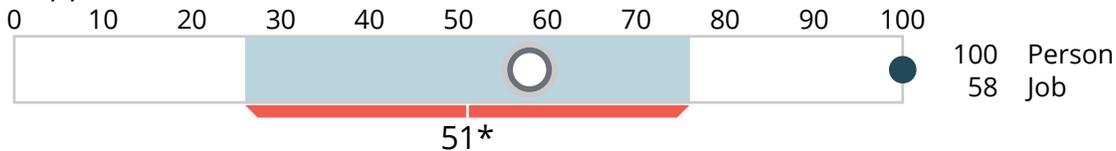
3. Selfless - People who are driven by completing tasks for the sake of completion, with little expectation of personal return.

15	Person
52	Job

40*
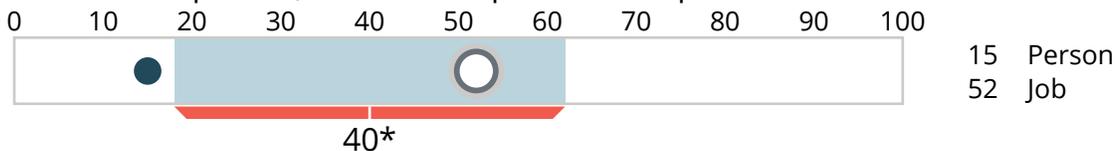
4. Objective - People who are driven by the functionality and objectivity of their surroundings.

83	Person
52	Job

50*

○ - Job   ● - Person
* 68% of the population falls within the shaded area.

Samuel Sample
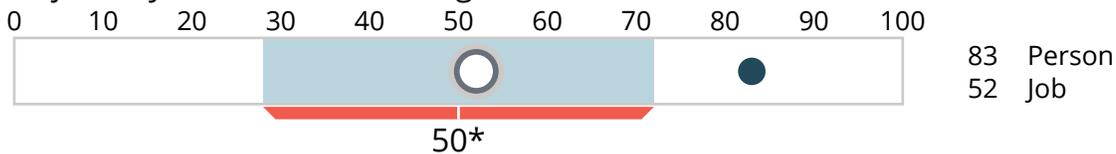
# Situational Driving Forces Cluster

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

| 0 | 10 | 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 | 100 |

47 Person
46 Job

46*
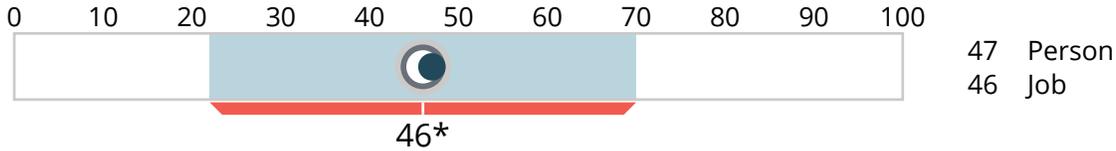
6. Intellectual - People who are driven by opportunities to learn, acquire knowledge and the discovery of truth.

| 0 | 10 | 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 | 100 |

67 Person
44 Job

54*
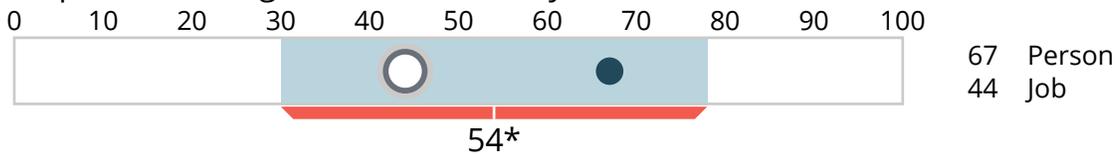
7. Instinctive - People who are driven by utilizing past experiences, intuition and seeking specific knowledge when necessary.

| 0 | 10 | 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 | 100 |

50 Person
38 Job

29*
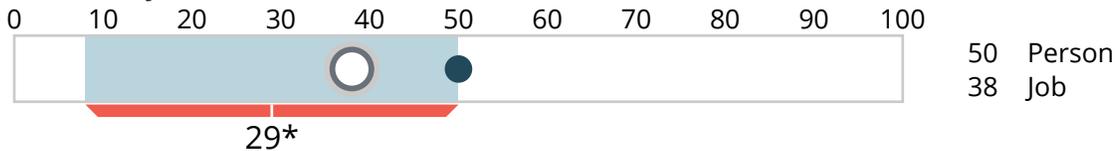
8. Altruistic - People who are driven to assist others for the satisfaction of being helpful or supportive.

| 0 | 10 | 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 | 100 |

0 Person
31 Job

33*
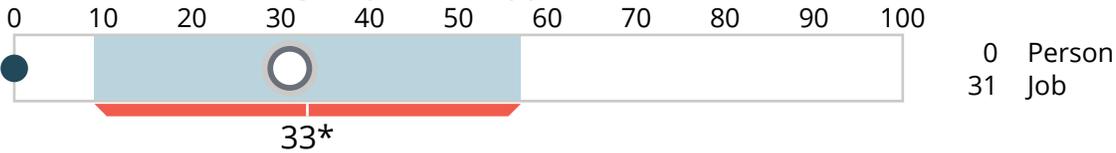
○ - Job   ● - Person
* 68% of the population falls within the shaded area.

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

76	Person
31	Job

35*
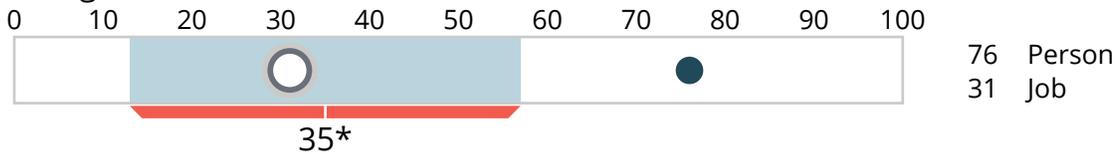
10. Resourceful - People who are driven by practical results, maximizing both efficiency and returns for their investments of time, talent, energy and resources.

25	Person
29	Job

42*
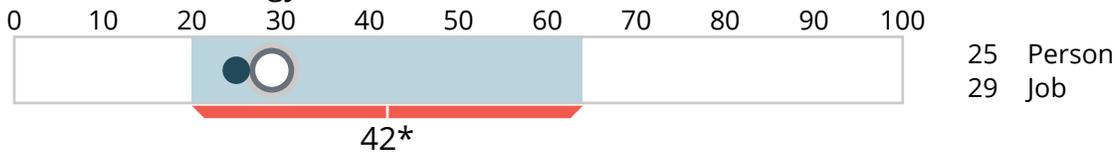
11. Structured - People who are driven by traditional approaches, proven methods and a defined system for living.

79	Person
27	Job

38*
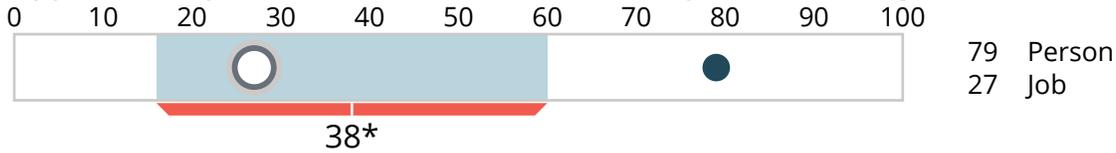
12. Harmonious - People who are driven by the experience, subjective viewpoints and balance in their surroundings.

19	Person
25	Job

35*

○ - Job   ● - Person

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

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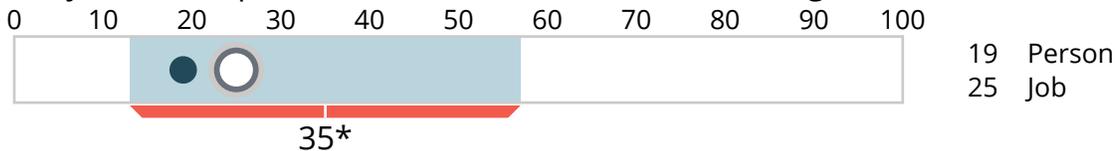
Driving Forces Graph

Samuel Sample

The following graph is designed as a visual comparison between the position and the applicant for each of the 12 Driving Forces. The highlighted area denotes the position-related Driving Forces score. The applicant's score is denoted by the darker, solid line for each driver. The closer the applicant's score aligns to the position's score, the more engaged the applicant will be in the position.

Instinctive — Knowledge — Intellectual

	100	0	100	
Person 50				67 Person
Job 38				44 Job

Selfless — Utility — Resourceful

	100	0	100	
Person 15				25 Person
Job 52				29 Job

Objective — Surroundings — Harmonious

	100	0	100	
Person 83				19 Person
Job 52				25 Job

Intentional — Others — Altruistic

	100	0	100	
Person 100				0 Person
Job 58				31 Job

Collaborative — Power — Commanding

	100	0	100	
Person 76				50 Person
Job 31				60 Job

Receptive — Methodologies — Structured

	100	0	100	
Person 47				79 Person
Job 46				27 Job

■ Job Range (20 point range)

Behavioral Hierarchy

This section is designed to give a visual understanding of the behavioral traits demanded of the job and the natural behavioral style(s) 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. Competitive - The job requires assertiveness and a "will to win" in dealing with highly competitive situations.

0 10 20 30 40 50 60 70 80 90 100	30	Person
49*	100	Job
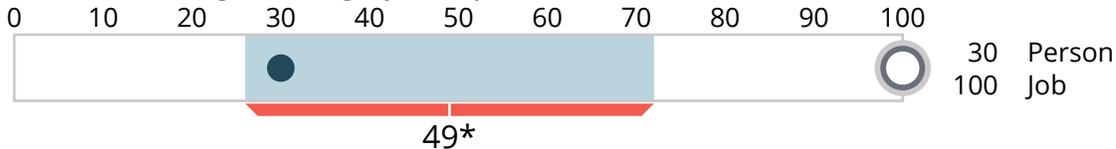
2. Urgency - The job requires decisiveness, quick response, and fast action.

0 10 20 30 40 50 60 70 80 90 100	25	Person
43*	95	Job
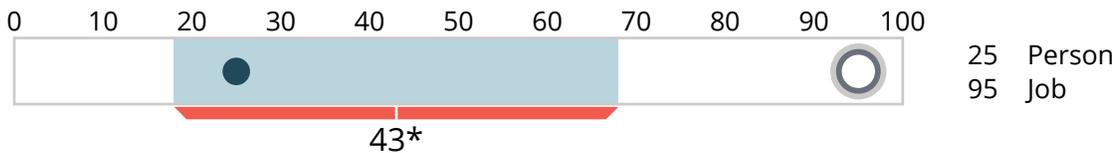
3. Frequent Change - The job requires rapid shifts between tasks.

0 10 20 30 40 50 60 70 80 90 100	58	Person
52*	95	Job
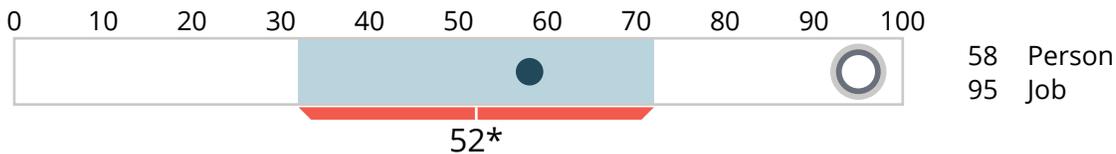
4. Interaction - The job requires frequent communication and engagement with others.

0 10 20 30 40 50 60 70 80 90 100	90	Person
60*	90	Job
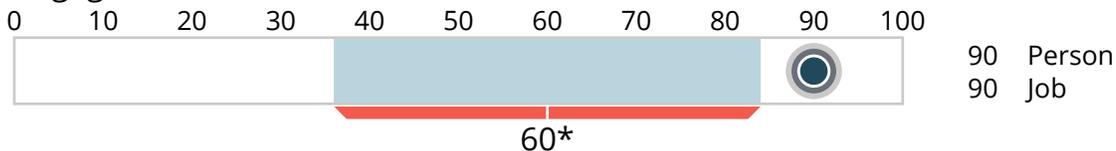
5. Versatile - The job requires adapting to various situations with ease.
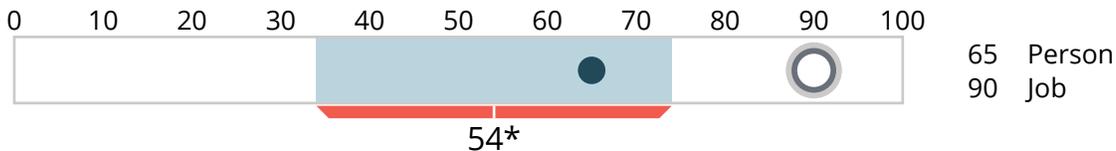
0 10 20 30 40 50 60 70 80 90 100	65	Person
54*	90	Job

○ - Job   ● - Person
* 68% of the population falls within the shaded area.

Samuel Sample

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

95	Person
75	Job

65*
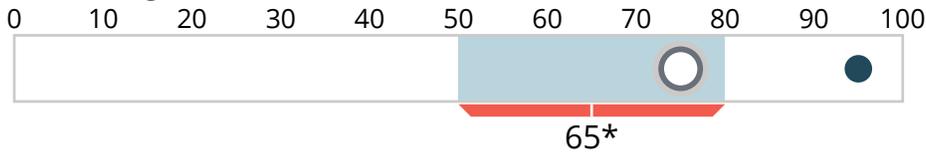
7. Customer-Oriented - The job requires identification and fulfillment of customer expectations.

88	Person
40	Job

64*
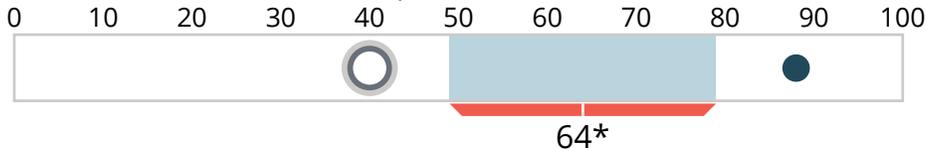
8. Consistent - The job requires predictable performance in repetitive situations.

65	Person
30	Job

61*
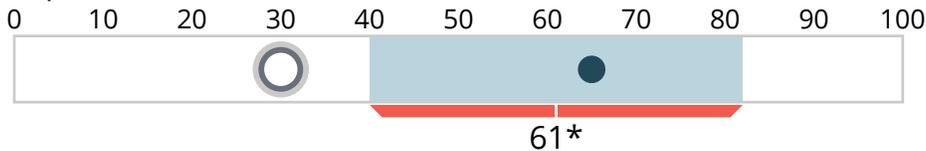
9. Following Policy - The job requires adhering to rules, regulations or existing methods.

65	Person
25	Job

60*
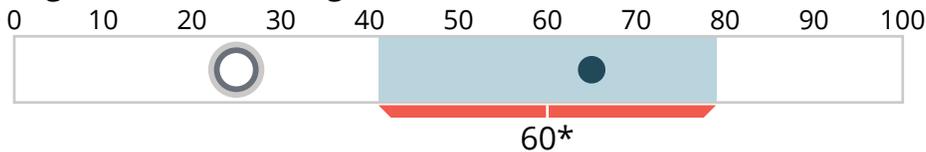
10. Persistence - The job requires finishing tasks despite challenges or resistance.

50	Person
23	Job

61*
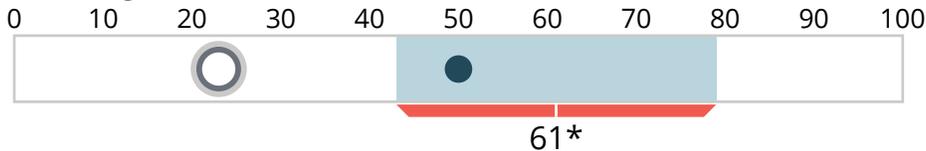
11. Analysis - The job requires compiling, confirming, and organizing information.
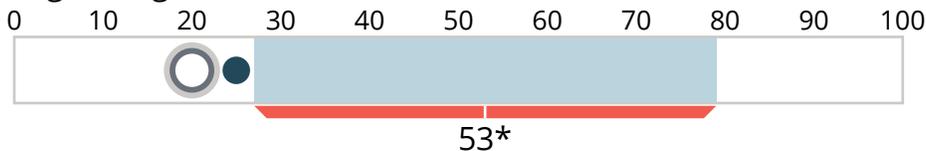
25	Person
20	Job

53*

○ - Job   ● - Person
* 68% of the population falls within the shaded area.

Samuel Sample

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

25 Person
10 Job

51*
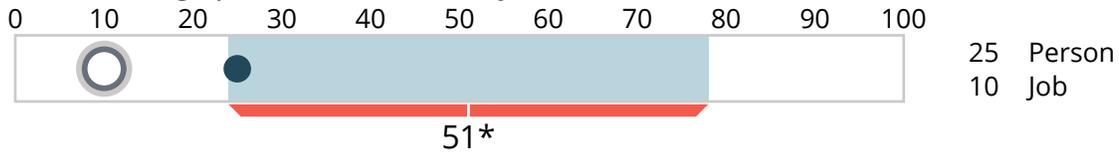
WB: 94-86-18-10 (12)   SIA: 33-83-45-55 (58)   SIN: 25-100-75-35 (15)

Workplace Behaviors®

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The following graph is designed as a visual comparison between the position and the applicant for each behavioral factor. The highlighted area denotes the position-related score for each behavioral factor. The applicant's score is denoted by the darker red, yellow, green and blue line. The closer the applicant's score aligns to the position's score, the better the applicant will perform in the position with respect to behavior.

	D	I	S	C
Samuel Sample	25	100	75	35
Job	94	86	18	10
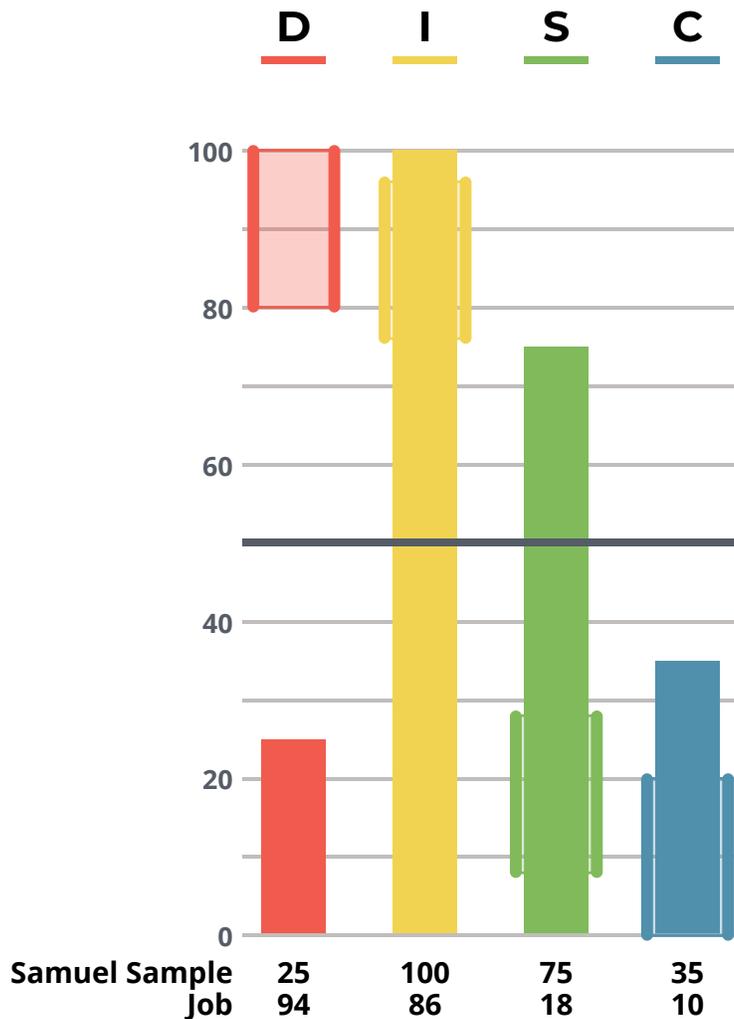
Job Range (20 point range)

The Success Insights® Wheel
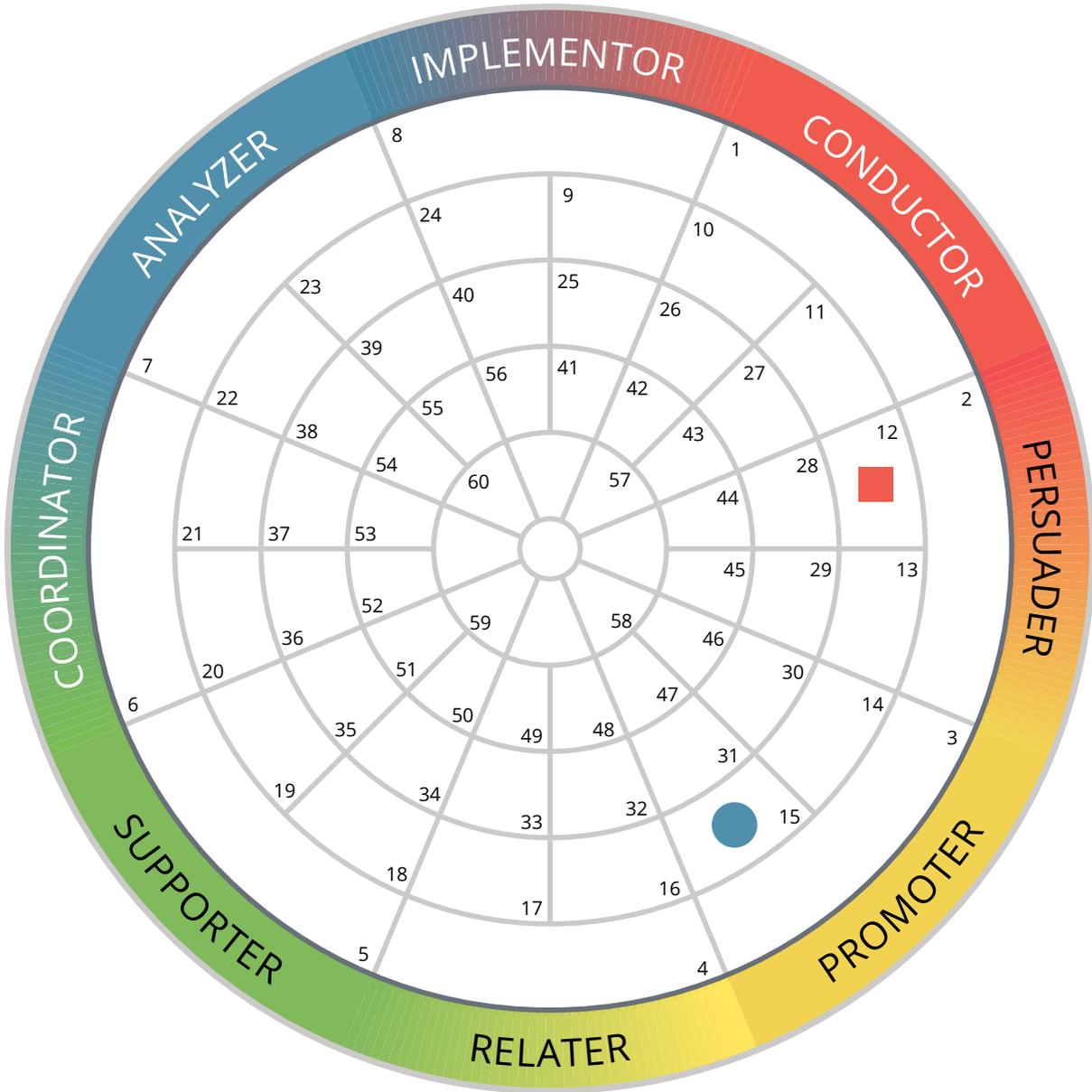
■ Job - (12) CONDUCTING PERSUADER

● Samuel Sample - (15) RELATING PROMOTER

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Comparison Analysis

For Consulting And Coaching

Primary Driving Forces Cluster	Zone Range		Person	
1. Commanding	50	74	**50**	🟦
2. Intentional	51	76	**100**	🟩
3. Selfless	40	62	**15**	🟨
4. Objective	50	72	**83**	🟩

Job Behavioral Hierarchy	Zone Range		Person	
1. Competitive	73	100	**30**	🟨
2. Urgency	69	100	**25**	🟨
3. Frequent Change	73	100	**58**	🟩
4. Interaction	85	100	**90**	🟦

🟦 Exact match   🟨 Fair compatibility

🟩 Good compatibility   🟥 Poor compatibility   ⬜ Over-focused