



## BEHAVIORAL IMPACT GRAPH

Andrew Jones Date Entered: 07/30/07

For Sample Pizza Store 1

Compared to: Store Manager or Assistant Manager

eBesthire

### ASSESSMENTS

## Overview

This report analyses the behavioral fit for Andrew in the Store Manager or Assistant Manager job. This report does NOT include an assessment of Andrew's past managerial experience, education, or knowledge of the fast food industry. These factors as well as the person's presentation at the interview are also important and should also be assessed and considered as part of the overall employment decision.

## How to read the graph below

The graph below shows how Andrew scores against each of the behavioral requirements of the Store Manager or Assistant Manager job. Following the graph is a narrative interpretation of the graph.

At the top of the graph, the Overall Percentage of Requirements Met (thermometer) summarizes the likelihood that Andrew has the behavioral requirements of the job.

The behavioral requirements are listed on the left. The number next to each behavioral requirement is the score that Andrew received for that requirement (scores range from 0 to 10).

The horizontal box (outlined in black to the right of each requirement) indicates how much impact each behavioral requirement has on job performance. The more the horizontal box extends out from the no impact center, the more impact that behavioral requirement has on performance (both negative and positive).

The colored area within the horizontal box illustrates Andrew's score on the behavioral requirement and indicates the impact that the score has on the applicant's performance.

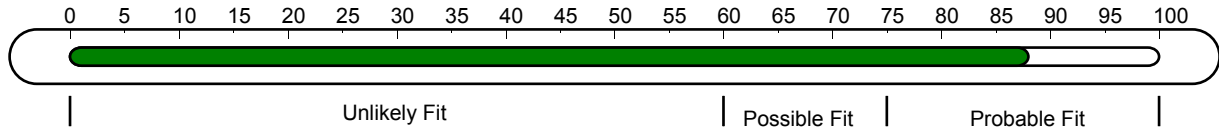


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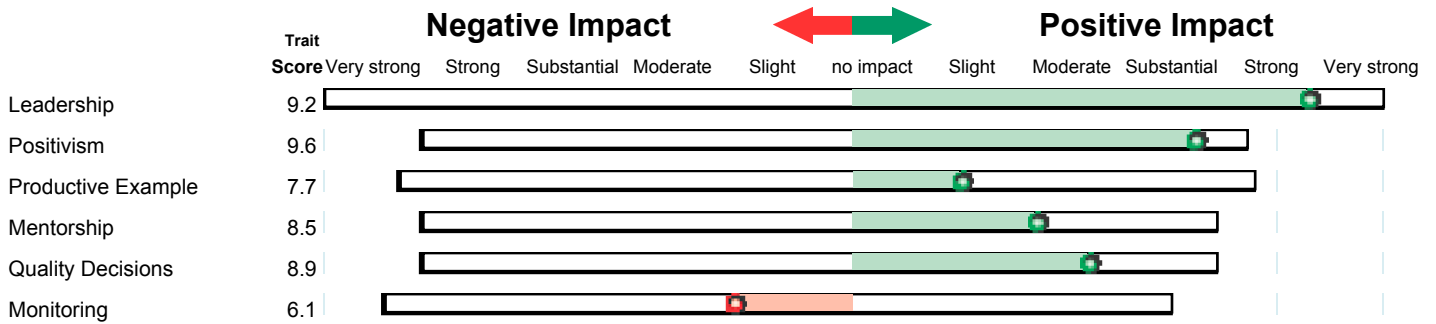
ASSESSMENTS

**Percentage of Requirements Met = 88%**



**Andrew's Behavioral Score is Excellent**

Behavioral Requirements for this Position (in order of importance)





## BEHAVIORAL NARRATIVE

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The behavioral assessment results indicate Andrew is probably very suitable for this position and will probably exhibit most of the traits related to success.

## Behavioral Requirements for this Position (in order of importance)

### **Leadership** - Effectively directs and motivates employees

Andrew has a score of 9.2 on Leadership.

Andrew's Leadership will probably have a very positive impact on job satisfaction and/or performance.

### **Positivism** - Creates positive feelings with customers, employees, supervisor and store owner

Andrew has a score of 9.6 on Positivism.

Andrew's Positivism will probably have a positive impact on job satisfaction and/or performance.

### **Productive Example** - Sets an example of productivity while maintaining a calm environment

Andrew has a score of 7.7 on Productive Example.

Andrew's Productive Example will probably have a slightly positive impact on job satisfaction and/or performance.

### **Mentorship** - Trains and develops employees

Andrew has a score of 8.5 on Mentorship.

Andrew's Mentorship will probably have a somewhat positive impact on job satisfaction and/or performance.

### **Quality Decisions** - Makes logical decisions related to store sales, operations, and finances

Andrew has a score of 8.9 on Quality Decisions.

Andrew's Quality Decisions will probably have a somewhat positive impact on job satisfaction and/or performance.



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**Monitoring** - Effectively enforces rules, policies and procedures

Andrew has a score of 6.1 on Monitoring.

Andrew's Monitoring will probably have a slightly negative impact on job satisfaction and/or performance.