



Company Name  
Job Title

**Sifting Report** Sofie Sample  
by Psychological Consultancy Ltd. [123456-0][ABc12deF3][20/12/2021 09:53:46][eg]

**INTRODUCTION**

This Profile:Match2™ Sifting Report is a simplified one-page summary of key findings. It is designed to assist in short-listing the most likely prospects from a wider pool of candidates. The report shows graphically how well candidates match with selected job competencies and provides questions (over page) that highlight areas where further clarification of evidence of competence may be required.

A Profile:Match2™ Selection Report with full competency descriptions and detailed narrative based on the same assessment data is available for Sofie Sample at a special discounted price. These more comprehensive reports should in any case be used for all short-listed candidates.

	VERY POOR MATCH	POOR MATCH		AVERAGE MATCH				GOOD MATCH		VERY GOOD MATCH
	1	2	3	4	5	6	7	8	9	10
PERSUASIVE COMMUNICATION						6				
INTERPERSONAL SKILLS						6				
CREATIVE						6				
DECISION MAKING								8		
FLEXIBILITY							7			
STRATEGIC AWARENESS								8		
PLANNING AND ORGANISING						6				
LEADERSHIP POTENTIAL						6				
MOTIVATION				4						
RESILIENCE								8		

**Validity of these results**

Sofie Sample endorsed 10 items on the Profile:Match2™ Consistency scale. This score indicates that the profile is valid and interpretable.



# Profile:Match2

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Areas to explore further

Sofie Sample

The following questions were raised by the Profile:Match2™ assessment. Each will highlight a potential issue associated with the candidate's score on one of the personality scales contributing to that competency. You are encouraged to use this summary as a prompt for competency based interview questions, adapting them for the job concerned and taking any other information that could be relevant into account. Alternatively, you may want to upgrade to a Profile:Match2™ Interview Guide Report.

### **Persuasive Communication**

Will their direct, impersonal style of approach mean that they find it difficult to establish the rapport needed to win people over?

Do they lack the ability to assert themselves; to take the lead and have the initiative required to influence others effectively?

### **Interpersonal Skills**

Does their modest ambition mean that this person puts little effort into engaging with others effectively or taking the initiative socially?

Do they appreciate that they may appear critical, intolerant of other people's shortcomings and discouraging?

Does their desire to avoid conflict and maintain harmonious relationships prevent them from expressing valid but potentially unpopular opinions?

### **Creative**

Does this person have sufficient drive, competitiveness and personal ambition to bring ideas through to fruition?

### **Decision Making**

Does this person often take risks, behave unconventionally or pay little attention to organisational policy or procedure?

### **Flexibility**

Does this person not appreciate the impact that uncertainty and change may have and fail to reassure their less resilient colleagues?

### **Strategic Awareness**

Does this person's modest ambition imply a casual approach to the appreciation and understanding of work-sector issues required to develop a sense of strategic awareness?

Is their decision making dismissive of views that may be more intuitive and less knowledge based?

Is this person so reliant on factual data for reassurance that they become indecisive when none is available?

### **Planning and Organising**

Is this person able to appreciate the need for working arrangements and routines to be planned and well organised?

Are they so individualistic, unrestrained and reluctant to work with established values and procedures that they would prove difficult to supervise?

Are they aware that, being flexible about the quality of work and less of a perfectionist than others, they may sometimes misinterpret the intentions of project managers?

### **Leadership Potential**

Are they so calm and unaffected by events that they may be unaware that others are having problems?

Does their single-minded focus on the task make it difficult for them to seem welcoming or interested in the needs of colleagues?



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Areas to explore further  
*continued*

Sofie Sample

Does their need to avoid conflict and maintain harmonious relationships stop them from expressing appropriate but unpopular opinions?

Although seemingly uncompetitive, are there times when they have been able to engage in missions purposefully and to influence and motivate others, or is this an area for development?

**Motivation**

Does their easy going nature translate into a lack of initiative and energy at work?

Does their desire for popularity stop them from confronting difficult issues, or interfere with getting the job done?