



# Fitness Report

**Personalized Report For:**

**Dave Sample**

**Job Profile Fitness: For Examiner**

**3/4/2014**

**Hiring Solutions LLC** 

Occupational Assessments to support Selection, Coaching, Training, and Development

# Inside This Report

## How to use this Report

The Fitness report evaluates job candidates by first measuring and then identifying how the candidate's typical behavioral style matches the behaviors required by job. Use this report to identify and measure how each candidate's behavioral style matches the job requirements.

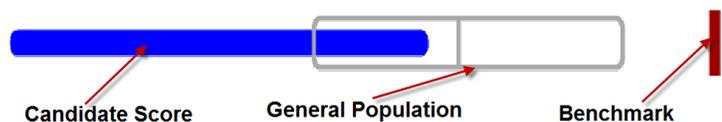
## Understanding Integrated Behavioral Fitness

Integrated Behavioral Fitness combines all four dimensions of DISC and uses the behavioral similarities and/or differences to maximize behavioral effectiveness on the job. In this report, all four dimensions of DISC behavior have been integrated in one overall measure of fitness when comparing an individual to a targeted job profile.

## Job Profile Fitness

The fitness rating is scored on a scale between 1% and 100%. The fitness rating represents the strength of the relationship between the candidate's behavioral style and the behavioral requirements of a specific job.

The higher the fitness rating, the more able the candidate's natural behavioral style can be applied to the task of getting the job done consistent to the job profile.



## Candidate Profile

The Candidate Profile is an overview of specific behavioral elements relevant to the candidate.

## Job Profile

The Job Profile is an overview of specific behavioral elements relevant to the job

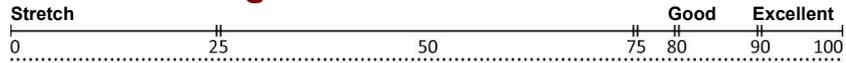
## Applying Fitness Rating

A sequential step by step approach to applying your fitness rating score.

## Job Profile Fitness: Dave Compared to Examiner



**Fitness Rating: 43%**

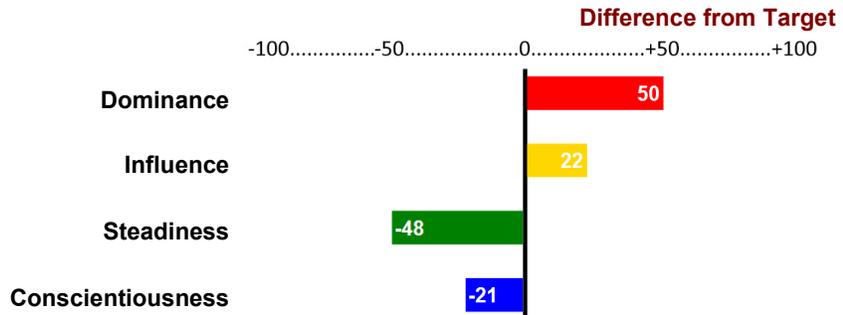


Blue bar = candidate score    Red hash mark = benchmark    Grey range = general population.

**Behavioral Style: Producer**

### Description of difference from target (right)

Values closest to (0) zero indicate a greater fitness for the specific role. Values furthest from the target indicate a lower fitness for the specific role.



### Dave Style Fast Facts:

Integrated Fitness Rating: **43%**  
 Style Category: **Dominance**  
 Style Name: **Producer**  
 % of General Population with same style: **2%**

#### Candidate Most Effective When

- Freedom from details and minutiae.
- Few, if any controls or limitations on your authority.
- Opportunities for multi-tasking, and multi-threaded projects.

#### Strengths Candidate Brings to Job

- You like to generate new ideas, allowing others work on the details of a project.
- A very resourceful individual, you can adapt to many different environments quickly.
- You are very self-reliant, always looking to find your own solutions.

### Examiner Style Fast Facts:

Integrated Fitness Rating: **100%**  
 Style Category: **Steadiness**  
 Style Name: **Examiner**  
 % of General Population with same style: **4%**

#### Ideal Candidates Most Effective When

- A job culture in which your critical thinking skills can be maximized.
- Freedom from constraints, direct supervision, and process bottlenecks.
- A close association with a small group or team, rather than a shallow association with a large number of people.

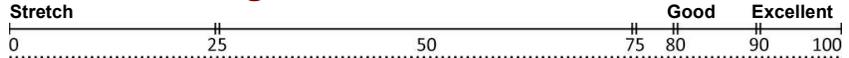
#### Ideal Candidates for Job Bring

- You persuade others on the team through perseverance and determination to get the project completed.
- You demonstrate a tireless work ethic in solving complex problems.
- You have a need to see projects reach completion and closure and will work hard to ensure success along the way.

## Job Profile Fitness Continued: Dave Compared to Examiner



**Fitness Rating: 43%**



**Behavioral Style: Producer**

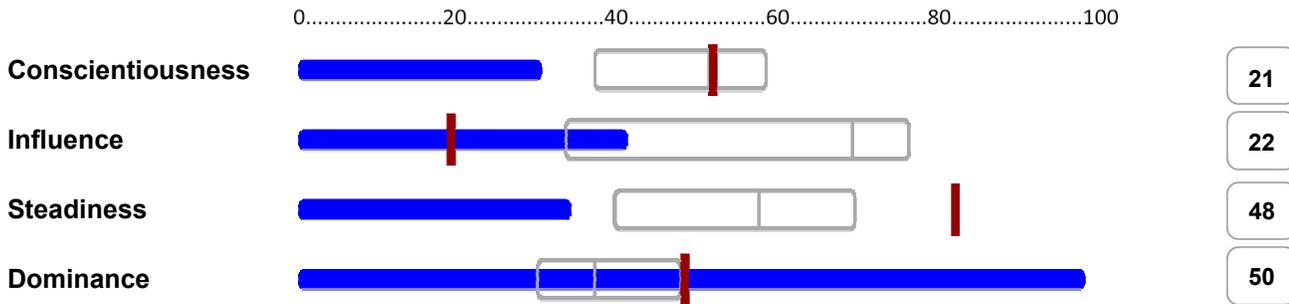
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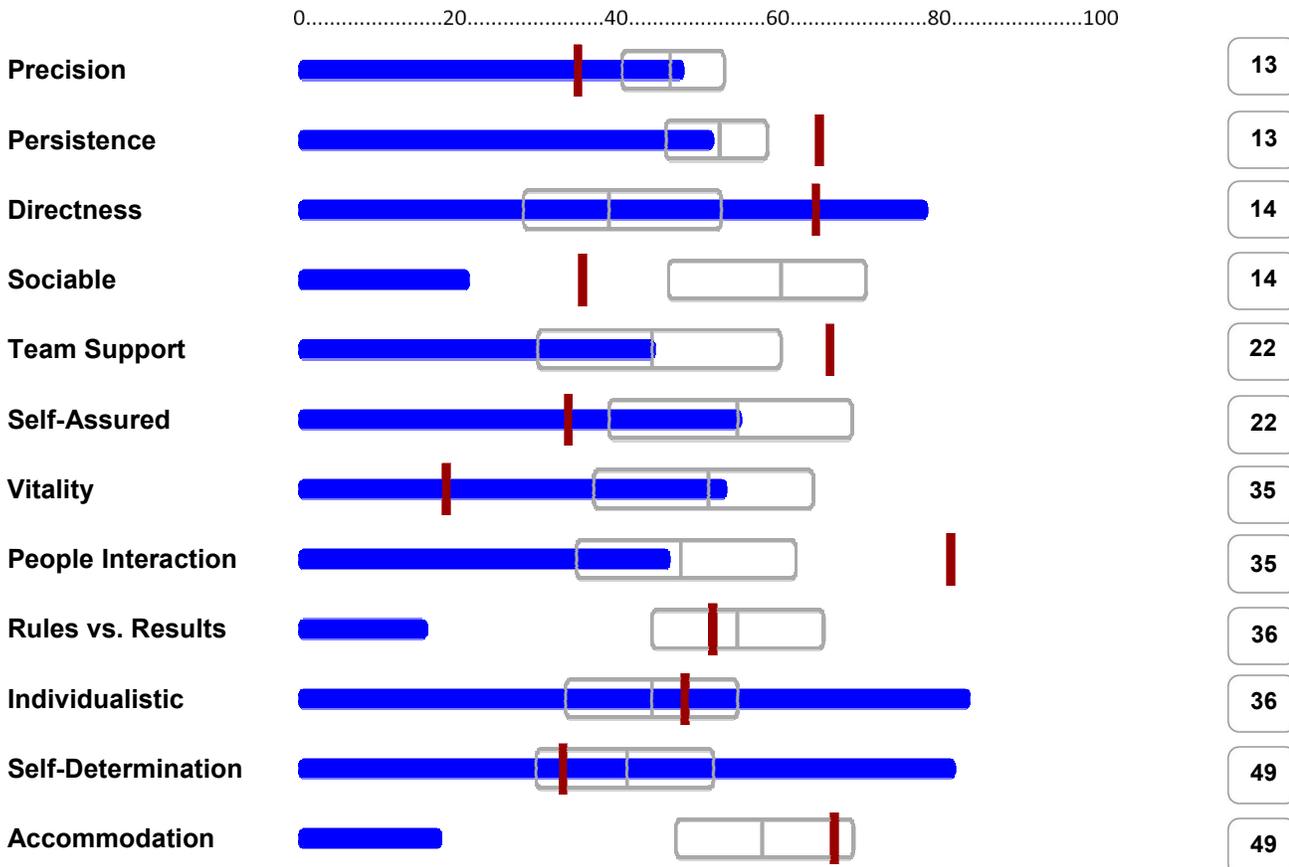
### (4) DISC Factor Comparison: Dave

Difference from Target



### (12) DISC Factor Comparison: Dave

Difference from Target

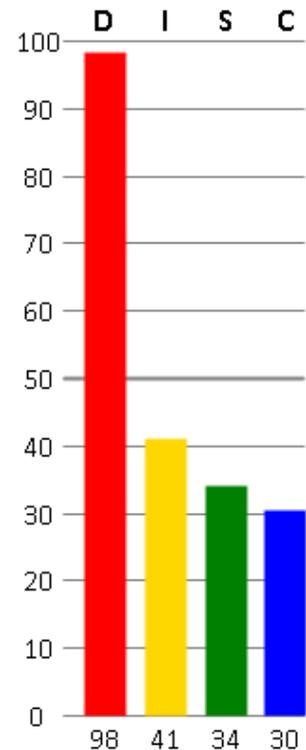


## Dave's Behavioral Style: Overview

Dave's Behavioral Style: **Producer**

### Producer Style Overview

- **Emotional characteristic:** Will strive to meet their own needs in their own way.
- **Goals:** Finding new opportunities they can tackle and goals to achieve.
- **How others are valued:** Based upon ability to create workable solutions that meet the Producer's standards.
- **Influences group:** Will influence by setting a competitive fast-paced agenda aimed at accomplishing results and by projecting personal power.
- **Value to the organization:** Will avoid the "blame game" and will offer new and innovative solutions towards making progress.
- **"Watch-out-for":** Can appear overly controlling of others and outcomes in order to support and meet their own personal agendas.
- **When under pressure:** Can become isolated and will push back hard if they are challenged or threatened or if they are denied new opportunities.
- **Fears:** Losing control or being without meaningful challenges.



#### Dave Strengths:

- You are a quick and efficient problem solver.
- You bring innovative ideas and solutions.
- You value perseverance and rarely give up.

#### Dave Potential Areas For Improvement:

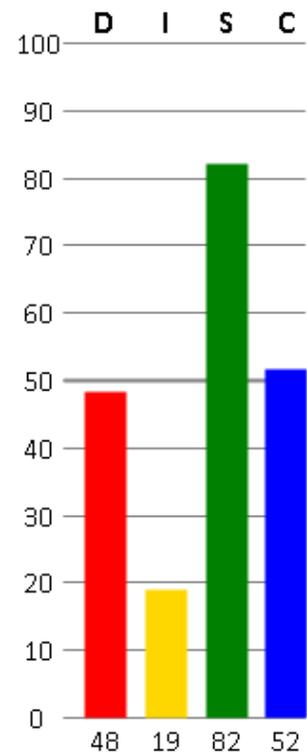
- You may overuse threats to persuade or motivate others.
- Your approach may be too strong for some who don't appreciate your strong ego position.
- You tend to be a one-way communicator.

## Job Profile (Benchmark): Examiner Overview

Behavioral Style: **Examiner**

### Examiner Style Overview

- **Emotional characteristic:** May appear disinterested and behaviorally restrained.
- **Goals:** To gain the authority from identified organization structures and positions.
- **How others are valued:** Other's ability to effectively use logic and data.
- **Influences group:** Through persistence, tenacity and steady focus.
- **Value to the organization:** Brings a fact-based grounding to a team combined with the ability to work individually or with others effectively.
- **“Watch-out-for”:** Can become undiplomatic and question other motives.
- **When under pressure:** Can internalize stress, be slow to let go of mistakes and become non-communicative.
- **Fears:** Loss of ability to focus individually on the facts and supporting theoretical rather than practical concepts



#### Examiner Strengths:

- You always follow through, with a strong emphasis on completeness.
- You excel at solving technical or abstract problems and are at your best when dealing with multi-faceted processes.
- You are able to assimilate complex information and develop conclusions based on data, rather than emotions.

#### Examiner Potential Areas For Improvement:

- You may become rather stubborn once your mind is made up on a decision.
- You may affect morale with your tendency to focus on results over attention to team members. You may need to take a softer approach at times.
- You may dispense strong criticism, and even sarcasm, when others don't measure up to your standards.

## Applying Fitness Rating

A behavioral style itself is not so much what the individual thinks or says about a person, thing or idea. It's your observation of how that individual tends to **act** toward people, things and ideas.

Your behavioral style fitness rating places a candidate's fitness compared to a specific job benchmark. A three-level rating system is used ranging from stretch to excellent to further clarify the fitness rating.

A candidate's fitness % rating is viewed as their style's behavioral "distance" from the job style target.

**1<sup>st</sup>** Consider the fitness rating score like a score you are familiar with on a scale from 1 to 100. The higher the fitness rating score, the more confident you can be that the desired behaviors you want for a specific job will be observable with this candidate.

**2<sup>nd</sup>** Remember that in human relationships, opposite attract because each person has something that other feels will be desirable. However, in the behavioral style fitness rating, attracting opposites is not our goal. Our goal is to reduce the behavioral uncertainty between the behaviors of a candidate and the targeted behaviors for a specific job.

**3<sup>rd</sup>** A fitness rating of .75% means that the candidate and the job profile share .75% of the target behaviors whereas 25% of the behavioral style is different. To understand which behaviors are similar or different, look at the 12 factors and four factor details on page 4 of this report.

**Please note:** When interpreting behavioral style ratings, the lower the fitness rating, the more you can expect the candidate will revert to their natural behavioral style under stressful work conditions caused by the natural demands of the job.

**4<sup>th</sup>** There are certain job profiles that are very unique and not easily found in the workplace. While a candidate's job profile rating may appear lower than desired, the candidate job profile rating may be the "best of the worst" scores.

In these situations, you may need to take two actions: (1) focus on specific attributes of the candidate (use either the (12) factor analysis or (4) factor analysis on page 4) that **must** fit the job profile and (2) use other work structures, reminders or support for the candidate in those areas that the candidate falls far from the target behavior (see the 12 factors).

**5<sup>th</sup>** The general percentile ranking measures the similarity rating for this specific job against the general working population. The general percentile ranking of 85%, for example, means the candidate similarity rating is higher than the scores of 85% of the general working population.

**6<sup>th</sup> Excellent** Fitness Ratings means the employee/candidate will spend less energy adapting their behaviors to the behavior required of the targeted job role.

A **Good** Fitness Rating means the employee/candidate will need to be reminded from time to time of their behavioral effectiveness in their role.

A **Stretch** Fitness Rating means the employee/candidate will need to facilitate their behavioral effectiveness through consistent timely feedback about their behavioral effectiveness.