


Manager

OVERALL JOB FIT **67%**

PROFILE VALIDITY

The candidate's responses to the questionnaire follow a typical pattern.

ESSENTIAL	 5 7 - 10 Ambition	 5 5 - 9 Dependability	 3 6 - 9 Leadership	 6 5 - 9 Planning	 5 5 - 10 Teamwork
VERY IMPORTANT	 9 5 - 9 Analytical Thinking	 4 6 - 9 Energy	 5 4 - 7 Multi-Tasking	 3 3 - 6 Rule-Following	
IMPORTANT	 8 6 - 10 Attention to Detail	 5 6 - 10 Flexibility	 1 5 - 9 Outgoing	 10 5 - 9 Self-Control	
SOMEWHAT IMPORTANT	 1 5 - 9 Concern for Others	 7 5 - 10 Initiative	 7 5 - 9 Persistence	 3 4 - 9 Social Confidence	
HELPFUL	 2 6 - 10 Democratic	 5 6 - 9 Innovation	 3 6 - 8 Persuasion	 10 4 - 8 Stress Tolerance	

Understanding the WPI Job Match Report

The Work Personality Index[®] Job Match Report compares a candidate's behavioural traits with those your organization has identified as necessary for successful job performance. The **WPI Job Match Score** indicates how similar the candidate's profile is to the requirements of the position. The report is organized in order of importance of the traits to the position, with the most relevant traits shown first. Your organization's specifications are listed below each trait.

Essential	Traits your organization considers essential for successful job performance.
Very Important	Traits your organization considers very important for successful completion of the work.
Important	Traits your organization considers to be important relative to other traits, but are not given the highest priority.
Somewhat Important	Traits that your organization considers to have some importance but are given lower priority.
Helpful	Traits that your organization considers to have little importance but are helpful for successful completion of the job.
Not Applicable	Traits that your organization believes are not related to successful job performance. These traits do not appear on the report.

The candidate's results on each trait are shown in the circles and range from 1 to 10. The colour of the circle indicates how well the candidate's results fit your organization's criteria.



The WPI Job Match Report focuses on the behavioural requirements for the job, and does not provide information on the candidate's knowledge or ability. Therefore, this report should be used with other sources of information such as job interviews, background checks and other assessments when making selection decisions. Psychometrics Canada is not responsible for how this information is gathered or used in making selection decisions.