

Match Report

Match Report For: Jane Doe

ID: HA999004

Date: 6/19/2015

This report is being provided to your organization for the above mentioned candidate. The following MATCH determination is based upon data collected from Subject Matter Experts who are familiar with what characteristics and attributes are necessary to be successful in this role.

			RANGE	WHAT THIS MEANS
USUAL TENDENCIES				
Adjustment		49%	IN+	Will listen to suggestions
Interpersonal Sensitivity		83%	IN+	Will develop and maintain relationships with colleagues
Prudence		58%	IN+	Seems reasonable about the need for rules
Learning Approach		88%	IN+	Well informed and interested in opportunities to learn
STRESS TENDENCIES				
Excitable		69%	IN	Sometimes get angry with others
Skeptical		83%	IN	Sometimes may be argumentative
Imaginative		55%	IN	Curious and sometimes unconventional
DRIVERS				
Altruistic		72%	IN	Desire to help others
Tradition		44%	IN	Appreciates organizational traditions

OUT indicates out of range
 IN indicates in range
 IN+ indicates high match

Adjustment	Give an example of a situation you found stressful. How did you react?
Interpersonal Sensitivity	Describe a time when you avoided someone instead of giving them constructive criticism they needed to hear.
Prudence	There are times when you have a lot of work to do; how do you get it all done? Give some examples.
Learning Approach	Describe your interactions with a medical student who is consistently unaware of new developments in healthcare.
Excitable	Describe a time when you were so tense you reacted physiologically (e.g., increased heartbeat, shaking hands, etc.). What was the situation? How did you handle it?
Skeptical	Think of a time when you worked really hard on something and received critical feedback on parts of it. How did this make you feel? How did you deal with it?
Imaginative	Describe a time when no matter how you explained something, no one in the group fully understood what you were trying to say.
Altruistic	Describe a time when you were able to convince a resistant or skeptical patient to comply.
Tradition	Describe a time when you became disillusioned with someone you looked up to.