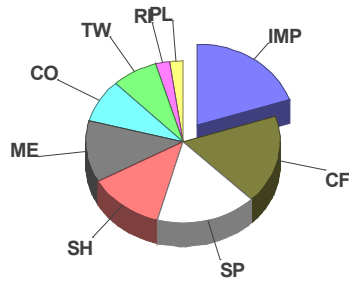




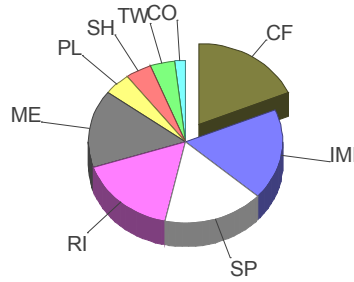
Candidate's Suitability for the Job

Name Sample Three
Organisation Demonstration
Department
Job Head Nurse

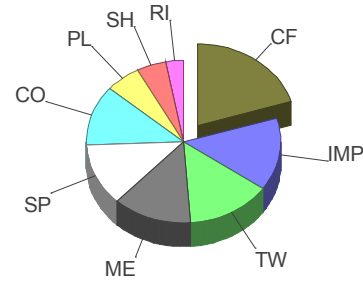
Job



Self-Perception



Observers



The following are the relative sizes of each slice of the pies, expressed as a percentage of the total:

		Job	Self-Perception	Observers
PL	Plant	2.3	4.5	5.7
RI	Resource Investigator	2.3	16.5	3.0
CO	Co-ordinator	8.6	1.8	12.1
SH	Shaper	12.7	4.3	5.0
ME	Monitor Evaluator	12.2	15.4	13.1
TW	Teamworker	7.7	4.1	14.0
IMP	Implementer	19.9	18.1	14.6
CF	Completer Finisher	17.6	18.6	20.3
SP	Specialist	16.7	16.7	12.4



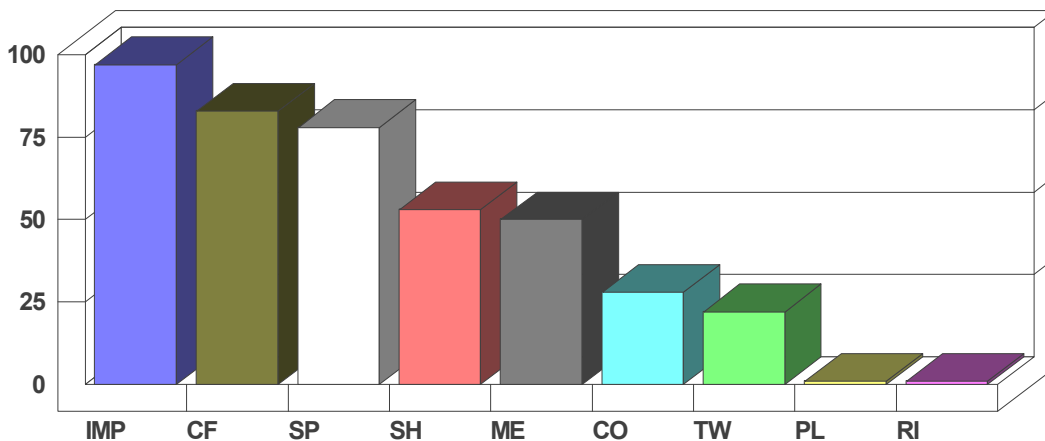
CANDIDATE'S COMPATIBILITY WITH THE JOB

Name Sample Three
Organisation Demonstration
Department
Job Name Head Nurse

This job requires (in ranked order):
 The candidate has this profile:

IMP CF SP SH ME CO TW PL RI
 CF IMP SP TW ME CO PL RI SH

Team Role Profile for Head Nurse



The job as it is specified requires someone with an organised approach to work and a capacity for dealing efficiently with matters of a practical nature. The ideal candidate will thrive in well structured situations, be ready to assess what is feasible and show down to earth common sense that takes account of the needs of the organisation. The appointee should make a reliable employee, stand up well to the pressures of work and show stability in character and temperament. The job also demands someone who is intent on producing a high standard of work, keen to ensure that there are no errors and fully aware of the importance of deadlines. A suitable appointee would be one who pays great attention to detail and has good follow through. The job also demands someone who takes a great pride and interest in a given subject area and has a capacity for professional dedication. The ideal person should show a keen interest in learning more and building up expertise based on experience.

A good appointment will need someone who can resist social distraction in the interest of meeting urgent job demands.

Sample Three is an excellent fit with the job specification. She is seen as accurate, conscientious, good at follow through and perfectionist, which is valuable for this particular position.

Sample Three should cope well with any matters requiring practical preparation and control. Shows the characteristics of someone who can be totally relied upon to get on with and finish any task undertaken. Able to meet the demands of the job in a thorough and precise fashion. She is likely to have the committed sense of devotion and professional pride to perform well in this job.