



Gap Report

Maria Martha Development Needs

Production Manager

1-30-2007

INTRODUCTION

Long-term superior performance is directly related to job fit. Job fit, in simple terms, is having the talent that the job requires.

Most people match some, but not necessarily all, job requirements. When this happens, we have a gap. The gap is nothing more than an area for development.

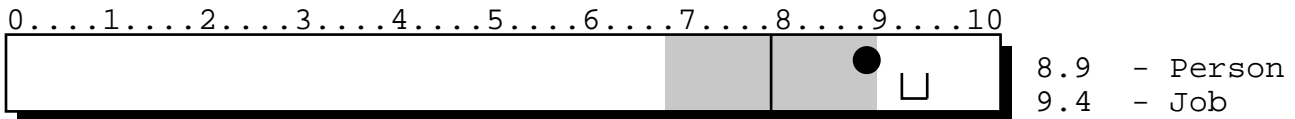
This report makes it easy for both manager and subordinate to discuss and develop a plan for personalized development.

Section 1

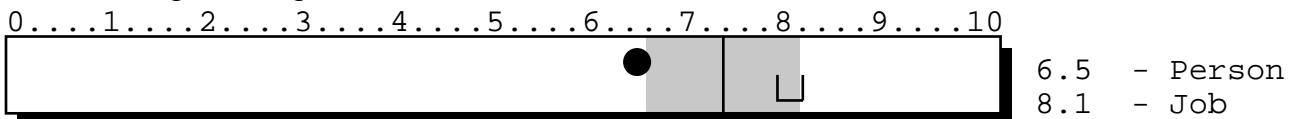
PERSONAL ATTRIBUTES HIERARCHY

Your unique hierarchy of personal attributes is key to your success. Knowing what they are is essential to reaching your goals. The graphs below rank your personal attributes from top to bottom.

1. CUSTOMER FOCUS: A commitment to customer satisfaction.



2. GOAL ACHIEVEMENT: The overall ability to set, pursue and attain achievable goals, regardless of obstacles or circumstances.



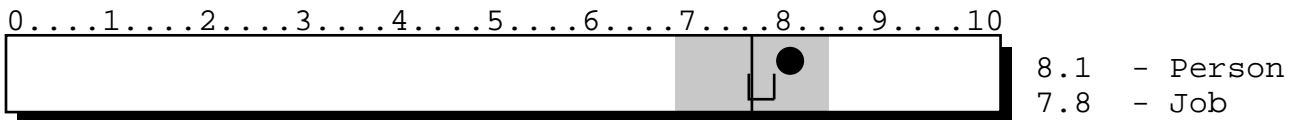
3. PERSONAL ACCOUNTABILITY: A measure of the capacity to be answerable for personal actions.



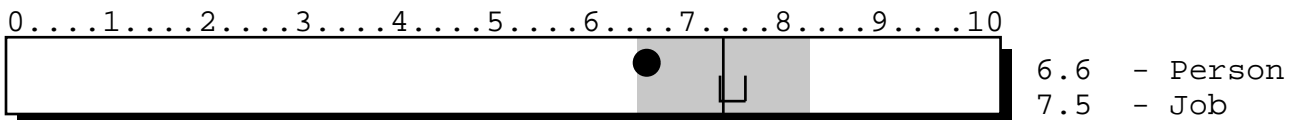
4. EMPATHETIC OUTLOOK: The capacity to perceive and understand the feelings and attitudes of others.



5. INFLUENCING OTHERS: The ability to personally affect others' actions, decisions, opinions or thinking.



6. SELF MANAGEMENT: The ability to prioritize and complete tasks in order to deliver desired outcomes within allotted time frames.



● - Person
 □ - Job

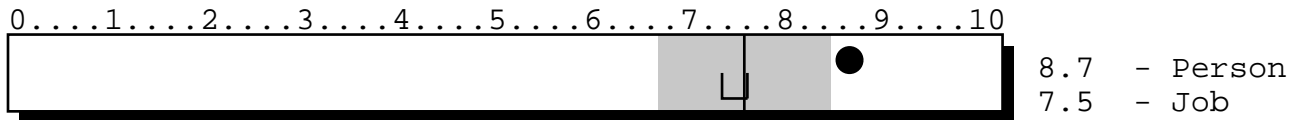
Rev: 0.93-0.81

* 68% of the population falls within the shaded area.

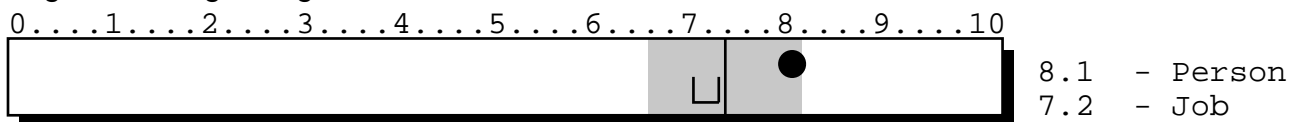
Section 1

PERSONAL ATTRIBUTES HIERARCHY

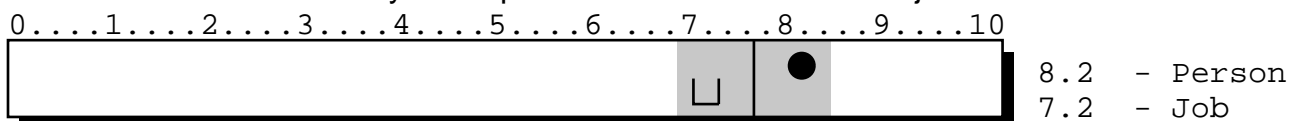
7. DIPLOMACY AND TACT: The ability to treat others fairly, regardless of personal biases or beliefs.



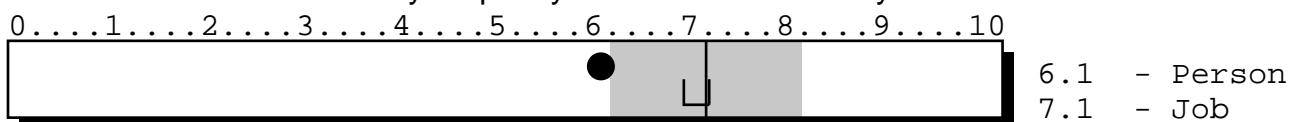
8. DECISION MAKING: The ability to analyze all aspects of a situation to gain thorough insight to make decisions.



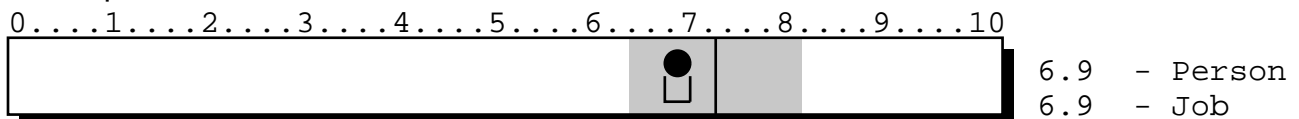
9. TEAMWORK: The ability to cooperate with others to meet objectives.



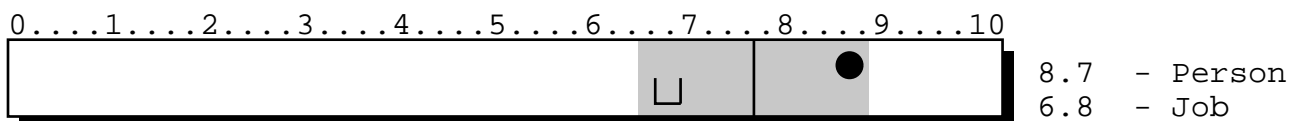
10. RESILIENCY: The ability to quickly recover from adversity.



11. RESULTS ORIENTATION: The ability to identify actions necessary to complete tasks and obtain results.



12. OBJECTIVE LISTENING: The ability to listen to many points of view without bias.



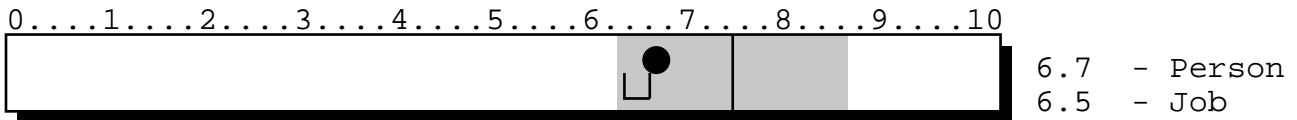
● - Person
 □ - Job

* 68% of the population falls within the shaded area.

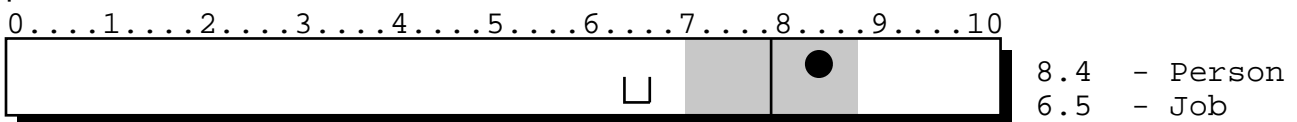
Section 1

PERSONAL ATTRIBUTES HIERARCHY

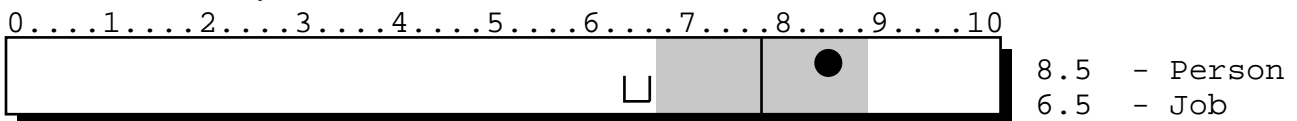
13. **PROBLEM SOLVING:** The ability to identify key components of a problem to formulate a solution or solutions.



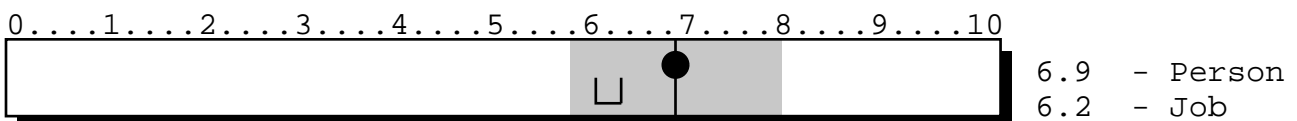
14. **INTERPERSONAL SKILLS:** The ability to interact with others in a positive manner.



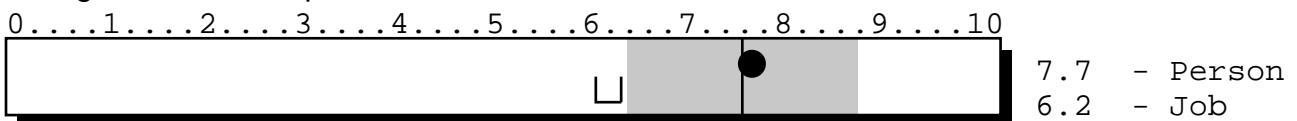
15. **CONFLICT MANAGEMENT:** The ability to resolve different points of view constructively.



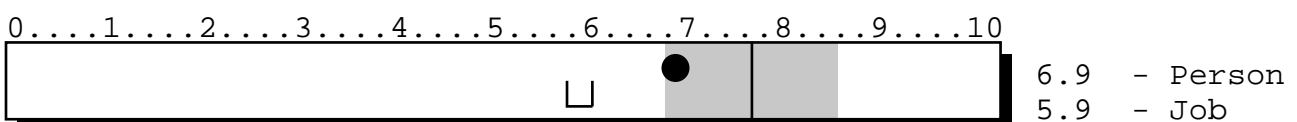
16. **SELF STARTING:** The ability to initiate and sustain momentum without external stimulation.



17. **FLEXIBILITY:** The ability to readily modify, respond to and integrate change with minimal personal resistance.



18. **PLANNING AND ORGANIZATION:** The ability to establish a process for activities that lead to the implementation of systems, procedures or outcomes.



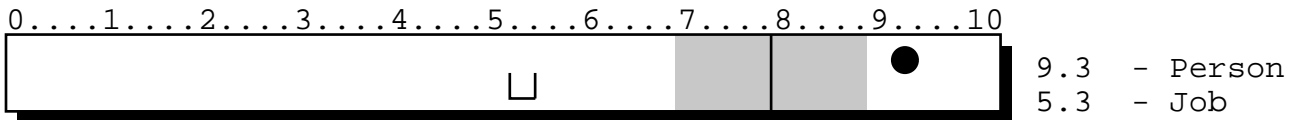
● - Person
□ - Job

* 68% of the population falls within the shaded area.

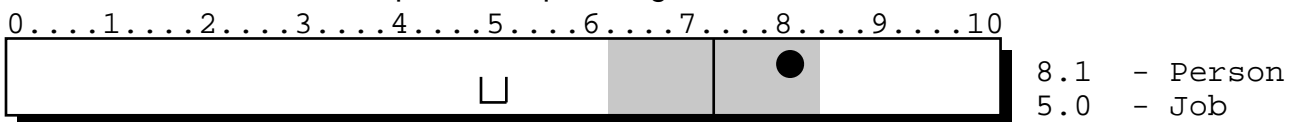
Section 1

PERSONAL ATTRIBUTES HIERARCHY

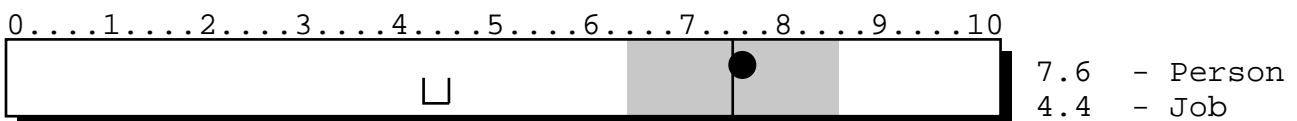
19. LEADING OTHERS: The ability to organize and motivate people to accomplish goals while creating a sense of order and direction.



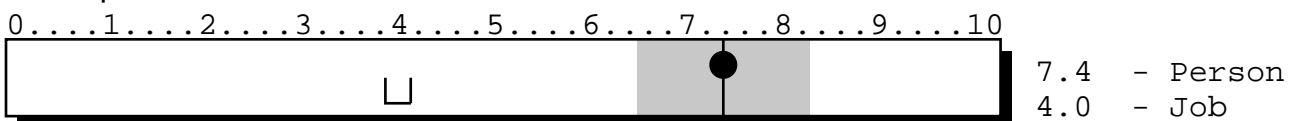
20. CONCEPTUAL THINKING: The ability to analyze hypothetical situations or abstract concepts to compile insight.



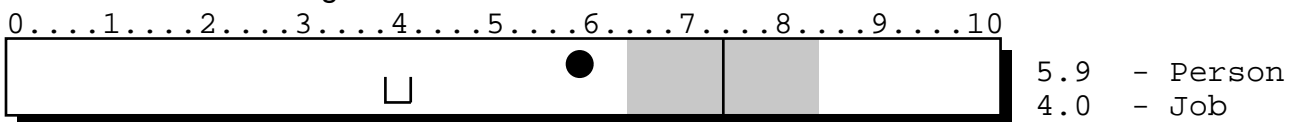
21. ACCOUNTABILITY FOR OTHERS: The ability to take responsibility for others' actions.



22. DEVELOPING OTHERS: The ability to contribute to the growth and development of others.



23. CONTINUOUS LEARNING: The ability to take personal responsibility and action toward learning and implementing new ideas, methods and technologies.



● - Person
□ - Job

* 68% of the population falls within the shaded area.

Section 2

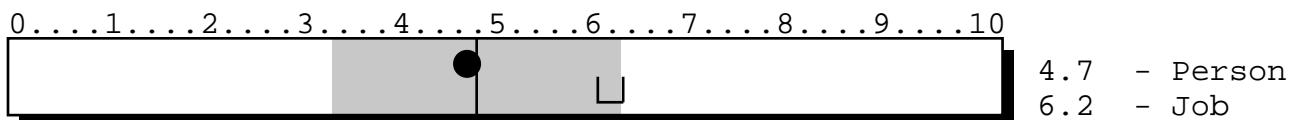
PERSONAL INTERESTS, ATTITUDES AND VALUES

These graphs are based on the hierarchy of the job benchmark's rewards/culture in descending order from highest required by the job to the lowest. Gaps may point to a job culture that does not match the person's passion and may produce negative feelings about the job.

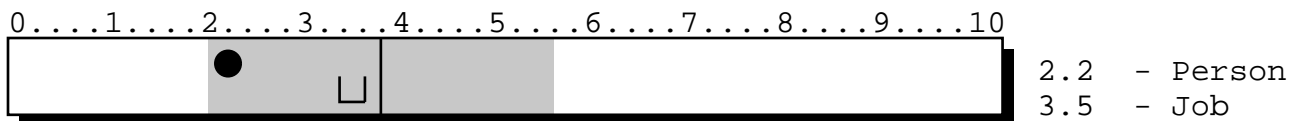
1. UTILITARIAN/ECONOMIC



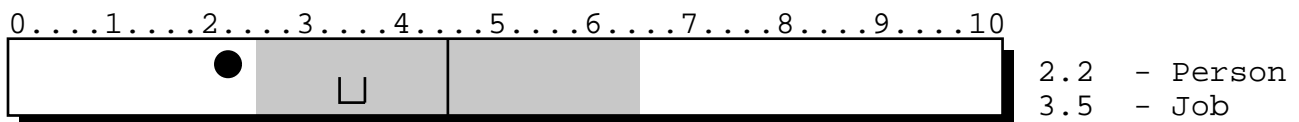
2. INDIVIDUALISTIC/POLITICAL



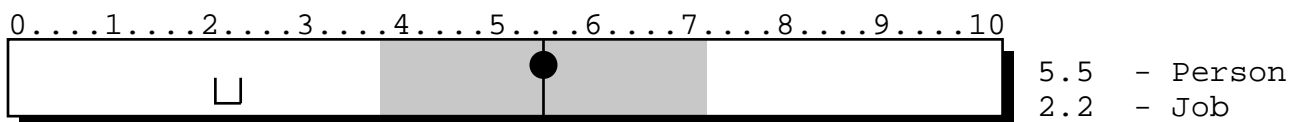
3. AESTHETIC



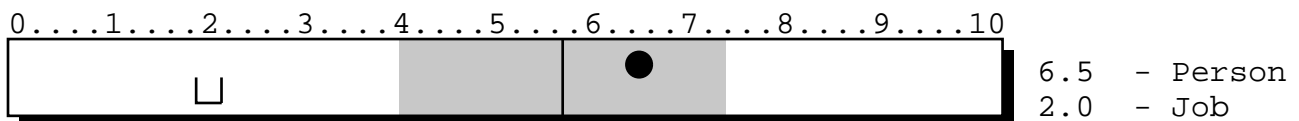
4. TRADITIONAL/REGULATORY



5. THEORETICAL



6. SOCIAL



● - Person
 □ - Job

PIAV: 45-66-25-51-40-25

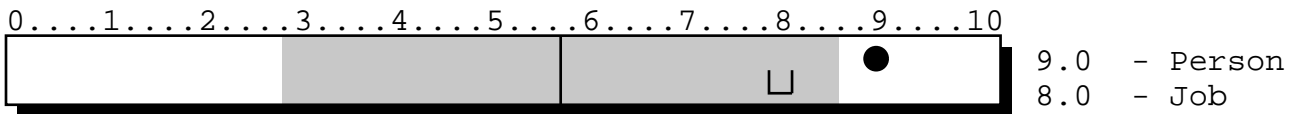
* 68% of the population falls within the shaded area.

Section 3

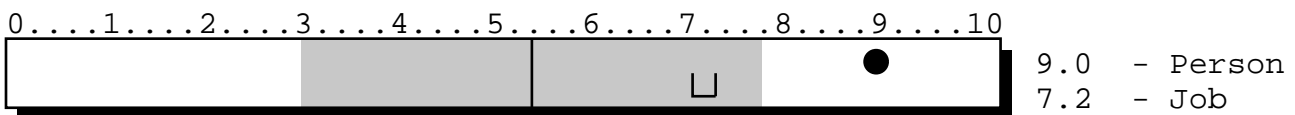
BEHAVIORAL HIERARCHY

Your observable behavior and related emotions contribute to your success on the job. When matched to the job, they play a large role in enhancing your performance. The list below ranks your behavioral traits from the strongest to the weakest.

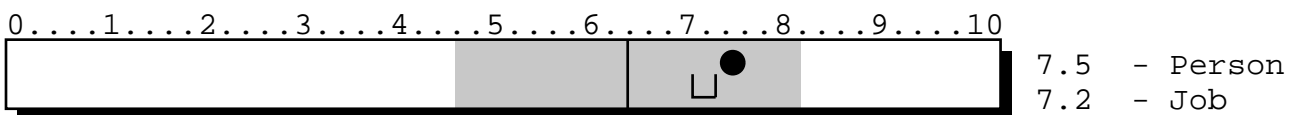
1. FREQUENT INTERACTION WITH OTHERS



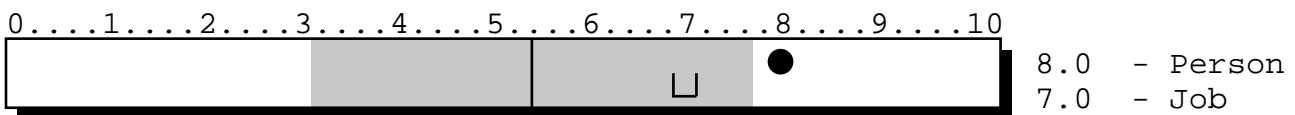
2. VERSATILITY



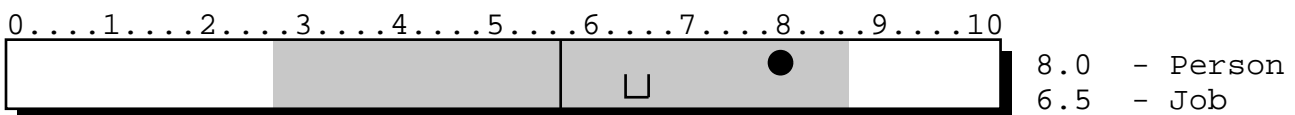
3. CUSTOMER ORIENTED



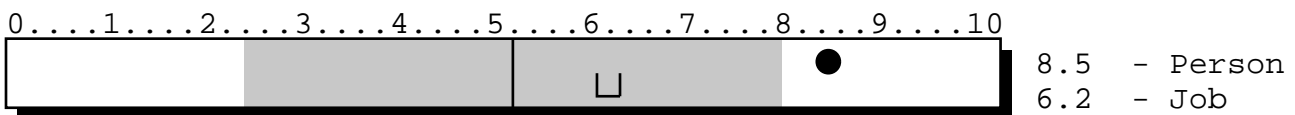
4. FREQUENT CHANGE



5. COMPETITIVENESS



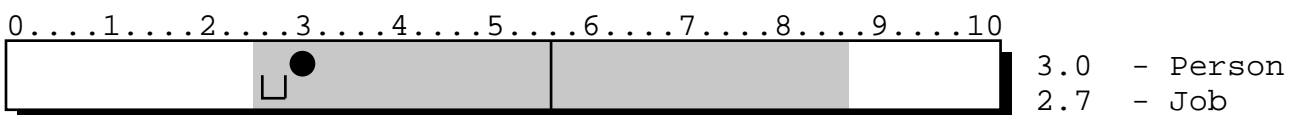
6. URGENCY



7. ANALYSIS OF DATA



8. ORGANIZED WORKPLACE



● - Person
□ - Job

SIN: 79-86-11-41 (13) SIA: 91-80-08-05 (12)

* 68% of the population falls within the shaded area.

DIMENSIONAL BALANCE

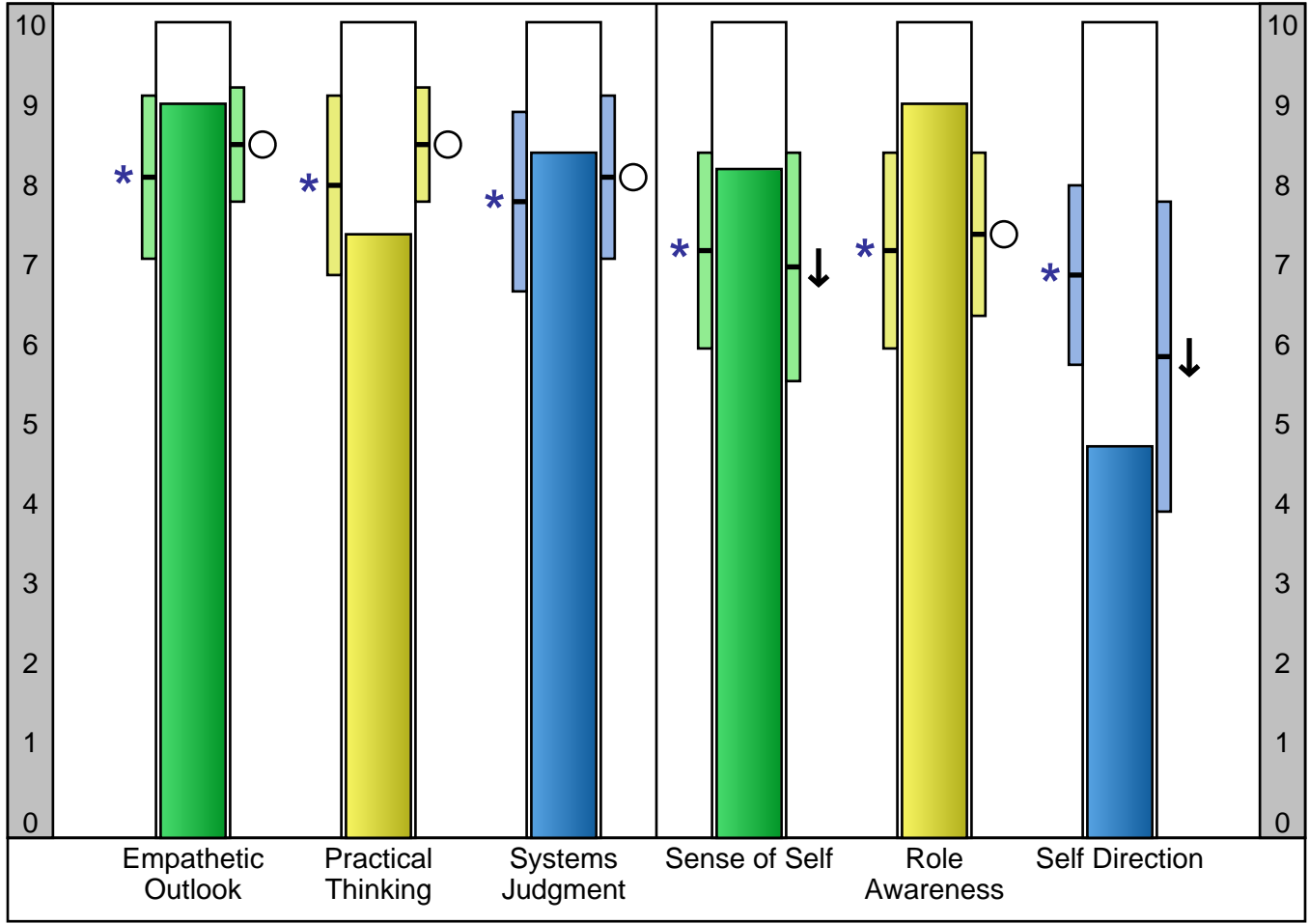
For consulting and coaching

1-30-2007

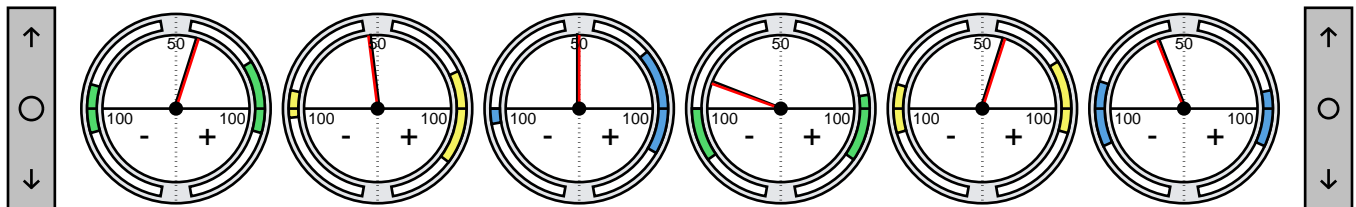
*	Population mean
↑	Overvaluation
○	Neutral valuation
↓	Undervaluation

EXTERNAL FACTORS (Part 1)

INTERNAL FACTORS (Part 2)



Score	9.0	7.4	8.4	8.2	9.0	4.8
Bias	○	○	○	↓	○	↓



CORE SKILLS LIST

For consulting and coaching

Score	Mean	Description	Score	Mean	Description
9.7	7.9	Correcting Others	7.2	7.5	Quality Orientation
9.5	8.1	Personal Relationships	7.1	7.3	Surrendering Control
9.3	7.9	Leading Others	7.1	7.8	Persuading Others
9.2	8.1	Self Improvement	7.1	7.1	Role Confidence
9.2	7.4	Enjoyment of the Job	6.9	7.3	Results Orientation
9.1	8.3	Theoretical Problem Solving	6.9	7.9	Proactive Thinking
9.0	7.9	Attitude Toward Others	6.9	6.9	Initiative
9.0	7.8	Freedom from Prejudices	6.8	7.4	Self Confidence
9.0	7.9	Sensitivity to Others	6.7	7.5	Problem Solving
9.0	8.1	Empathetic Outlook	6.6	7.6	Realistic Personal Goal Setting
9.0	7.1	Role Awareness	6.6	7.4	Self Management
8.8	8.2	Respect for Property	6.4	7.3	Consistency and Reliability
8.7	8.0	Attention to Detail	6.4	7.4	Project And Goal Focus
8.7	7.7	Evaluating Others	6.4	7.3	Job Ethic
8.7	7.9	Emotional Control	6.0	7.2	Persistence
8.7	7.7	Evaluating What is Said	5.9	7.0	Handling Stress
8.6	8.2	Realistic Goal Setting for Others	5.9	7.6	Long Range Planning
8.6	7.8	Relating to Others	5.7	7.3	Sense of Mission
8.5	7.9	Conveying Role Value	5.5	7.4	Handling Rejection
8.4	8.0	Following Directions	4.8	6.9	Self Direction
8.4	8.0	Respect for Policies	4.3	7.1	Personal Drive
8.4	7.8	Systems Judgment			
8.3	7.3	Project Scheduling			
8.3	8.1	Understanding Motivational Needs			
8.2	7.3	Sense of Self			
8.2	7.5	Sense of Timing			
8.2	7.8	Monitoring Others			
8.2	7.6	Status and Recognition			
8.2	7.7	Sense of Belonging			
8.1	7.3	Conceptual Thinking			
8.0	7.0	Balanced Decision Making			
7.9	7.6	Concrete Organization			
7.9	7.7	Realistic Expectations			
7.8	6.7	Self Assessment			
7.8	8.0	Material Possessions			
7.7	7.6	Integrative Ability			
7.6	7.5	Accountability for Others			
7.6	7.1	Gaining Commitment			
7.5	7.1	Internal Self Control			
7.4	7.0	Intuitive Decision Making			
7.4	7.2	Personal Accountability			
7.4	7.4	Developing Others			
7.4	6.9	Meeting Standards			
7.4	8.0	Practical Thinking			
7.4	7.2	Taking Responsibility			
7.3	7.6	Using Common Sense			