



JOB FIT REPORT

Jerry Holden

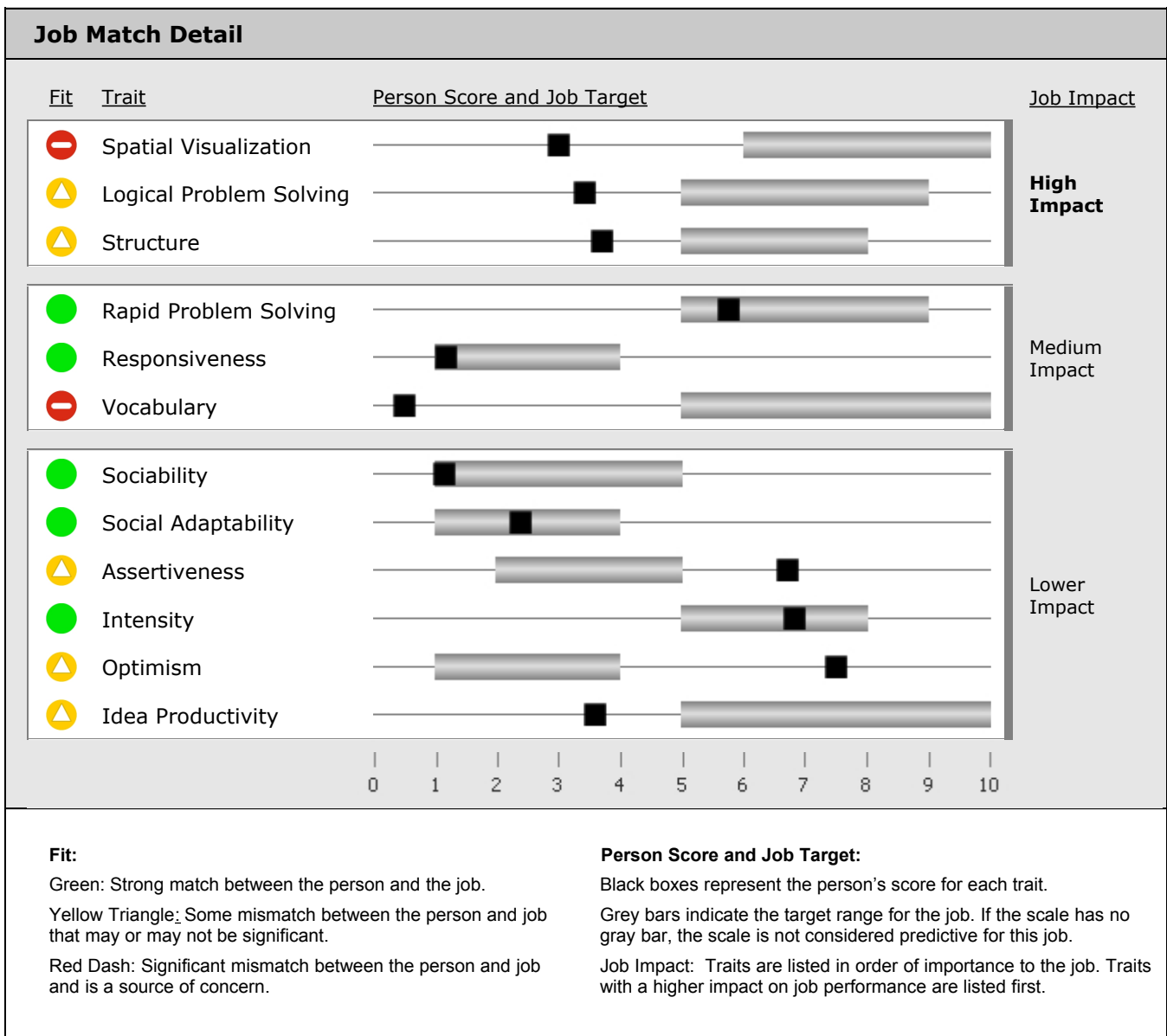
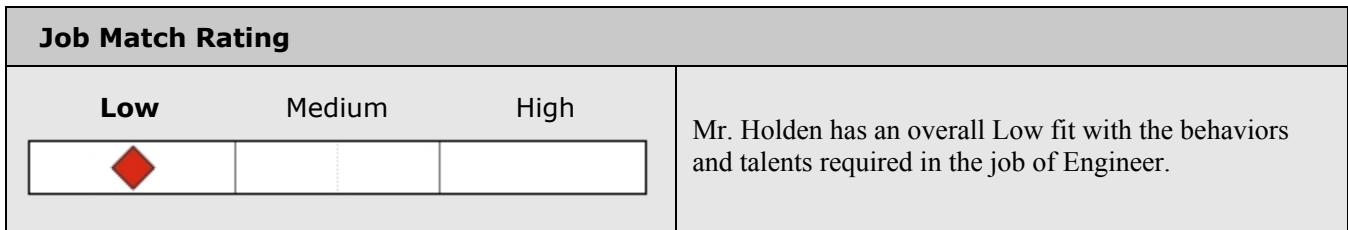
Position: Engineer
Company: Eastpoint
Completed: August 18, 2011
Requested By: James Wilson



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Summary

The graphs below show how well **Mr. Holden** matches with the behaviors and talents required in the job of **Engineer**.



Candidate Review

Key Traits

This section describes key personality and talent traits in order of their importance to the job. Consider how each trait might impact Mr. Holden in the job of Engineer.

High Impact

Spatial Visualization



Mr. Holden will be challenged in three dimensional, spatial work. Typically, people in this range of spatial abilities find certain tasks difficult when they are required to visualize in three dimensions from a two-dimensional representation.

Logical Problem Solving



Mr. Holden is able to deal with larger, more complicated problems by taking them apart and solving them logically in a step-by-step manner.

Structure



Mr. Holden may be willing to accept some degree of structure in his work, as he recognizes the practical benefits of defined goals and standards. However, he enjoys relying on his own insights and abilities to decide how things should be done. He is most motivated in job roles that allow him to operate independently at his own pace.

Medium Impact

Rapid Problem Solving



Mr. Holden can deal effectively with multiple problems at work, and he enjoys coming up with new solutions quickly.

Responsiveness



Mr. Holden is low-key and reserved in his reactions. He has good aptitude for long periods of concentration and for work that requires the disciplined application of established routines. He prefers calm environments, and he may not adapt easily to work settings that are hectic, chaotic or subject to rapid change.

Vocabulary



Mr. Holden is comfortable communicating and expressing himself with a basic vocabulary. He will communicate with others in a fundamental, nut-and-bolts manner.

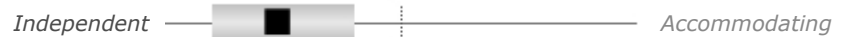
Lower Impact

Sociability



Mr. Holden has a low-key and controlled demeanor and is not naturally outgoing or motivated to engage in small talk. He has the ability to work alone for much of the day when completing his assignments.

Social Adaptability



He is willing to listen to the ideas of others in an objective way without being unduly influenced. He will generally make his own decisions rather than depend on someone else's viewpoint.

Assertiveness



Mr. Holden is a mentally aggressive and persevering person who seeks to act and to accomplish things decisively. Generally, he is not outwardly forceful as he prefers to direct his efforts to working on tasks and projects.

Intensity



When faced with obstacles, Mr. Holden responds directly and strives to initiate change. He experiences a high level of emotional intensity on the job.

Optimism



Mr. Holden is not outwardly gregarious and does not need constant interaction with others. He maintains a generally positive sense of the future, and likes to see positives in others and situations. He will sometimes maintain this positive sense even when the objective situation does not warrant it.

Idea Productivity



Mr. Holden has a low-to-moderate rate of idea production. For most business applications this is an entirely adequate flow of ideas. He can concentrate well and listen to others without interrupting himself with unrelated thoughts.

Descriptive Review

Mr. Holden's traits do not exist in isolation of each other; each trait impacts the others. This section provides an integrated view of Mr. Holden. As you read this section, consider how Mr. Holden might perform as a Engineer.

Mr. Holden will work well with things and ideas. He will exhibit patience in the completion of his work. He will want to actively move forward while still doing his work within established procedures and methodology. He is an aggressive, results-oriented person who tends to grow restless with indecision. He likes a challenging situation that allows him to take initiative. He is emotionally controlled rather than quickly responsive. He has a natural pattern of reacting carefully and of maintaining a calm appearance. He will take time to listen and reflect, and he will avoid impulsive actions.

He is independent-minded, but he will generally cooperate with others on a practical basis. He has definite ideas and standards of his own, however, which he will not be quick to compromise. He can accept a degree of structure in his job, but he feels a basic need for freedom of choice and latitude of operation. He can function well without strict guidelines or close confinement. He is low-key and thoughtful in his approach to social influence and persuasion. He is not motivated by a strong need for social dominance or control.

Mr. Holden prefers to engage socially with people he knows or when there is a purpose in connecting with others. He can work alone without interference or interactions with co-workers. He is often upbeat and positive in attitude. His optimistic approach may hinder him from identifying latent issues in the decisions he's called upon to make. Without the input of peers with a more skeptical eye, he may struggle with the critical analysis necessary to proactively recognize potential setbacks. He deals directly and energetically with obstacles at work. He feels a strong emotional drive to overcome difficulties and stimulate solutions. When working on a team, he may not intuitively sense how others will react to things or may incorrectly anticipate another person's response. He will be most comfortable working on his own projects.


He is not overly expressive, but he is reasonably able to convince others when the facts and details are important. In situations requiring creativity, he is able to generate numerous ideas. He does not naturally connect with others, however, and he may have difficulty in relationship selling. He likes a work environment that provides a steady flow of new challenges. He is also able to deal with larger, more complex problems when necessary.


Job Mismatches

Mr. Holden has an overall Low fit with the behaviors and talents required in the job of Engineer. When evaluating potential job fit, it's helpful to examine each mismatch between Mr. Holden and the job targets.

Significant Mismatches



Red mismatches are significant and should be carefully examined. Mr. Holden has 2 significant mismatches with the job of Engineer.



- Spatial Visualization 	
<p>The Spatial Visualization job target is high. People with high Spatial Relations can easily picture and work with three dimensions in their minds.</p> <p>Mr. Holden scored significantly below the target. Working directly with real, three dimensional structures, objects, or things may present some difficulties for him.</p>	<p>Consider:</p> <ul style="list-style-type: none"> - He may find it quite difficult to think about and understand changes to designs, structures, and processes. - It may be much more difficult for him to find and see errors and flaws in construction, design, manufacturing, or other three-dimensional work. - It may be more difficult for him to give others direction on changes and corrections in the areas of manufacturing, tangible structures, or construction of any kind.



- Vocabulary 	
<p>The Vocabulary job target is high. People with high Vocabulary have complex verbal communications skills that are well above average.</p> <p>Mr. Holden scored significantly below the Vocabulary target. He has a great deal less skill for handling conceptual or complex communications than is ideal for the position.</p>	<p>Consider:</p> <ul style="list-style-type: none"> - He may miss significant layers of meaning in communications. - He may not have the precise words he needs to communicate his ideas effectively. - He may have difficulty communicating ideas and concepts.


Other Mismatches


Yellow mismatches are not considered overly important, but are worth noting. The following 5 mismatches are listed in order of their impact on the job.

 Logical Problem Solving 	
<p>The Logical Problem Solving job target is high. People with high Logical Problem Solving are able to think through complex problems in a methodical, linear manner and can typically communicate their solutions effectively.</p> <p>Mr. Holden scored below the target range.</p>	<p>Consider:</p> <ul style="list-style-type: none"> - He may not have the inclination or ability to pursue a more rigorous approach to solving complex problems. - He may at times be limited when he needs to be gathering all the facts regarding an issue.

 Structure 	
<p>The Structure job target is medium. People with medium Structure typically like having the right answer but they also want to make sure they understand the big picture.</p> <p>Mr. Holden scored somewhat below the Structure target.</p>	<p>Consider:</p> <ul style="list-style-type: none"> - He may feel confined if he is expected to strongly conform to pre-established parameters. - He may be more concerned about the overall outcome than every minor aspect of a project.

 Assertiveness 	
<p>The Assertiveness job target is medium. People with medium Assertiveness are able to move forward while still being able to consider input from others.</p> <p>Mr. Holden scored above the Assertiveness target. He is more likely to be decisive and less likely to hesitate and seek counsel from others.</p>	<p>Consider:</p> <ul style="list-style-type: none"> - At times he may want to move into action rather than seek input from others. - He may push to move forward when others want to stop and consider alternative approaches.

	
<p>▲ Optimism</p> <p>The Optimism job target is low. People with low Optimism tend to be skeptical of others' claims. They often worry about what might go wrong and what should be done if events don't adhere to plan.</p> <p>Mr. Holden has higher Optimism and will have a strong tendency to positively accept people and situations as they appear.</p>	<p>Consider:</p> <ul style="list-style-type: none"> - He may ignore signals that things are not going well. - He may not spend any time or energy making plans for what could possibly go wrong.

	
<p>▲ Idea Productivity</p> <p>The Idea Productivity job target is high. People with high Idea Productivity can produce a large number of ideas quickly and spontaneously.</p> <p>Mr. Holden scored well below the target. His flow of ideas may not be quick enough to keep the interest or attention of others.</p>	<p>Consider:</p> <ul style="list-style-type: none"> - He may have a difficult time coming up with quick enough responses to another person's objections. - He may allow the other person to take over the thread of a conversation.