



JOB FIT REPORT

Elizabeth Thompson

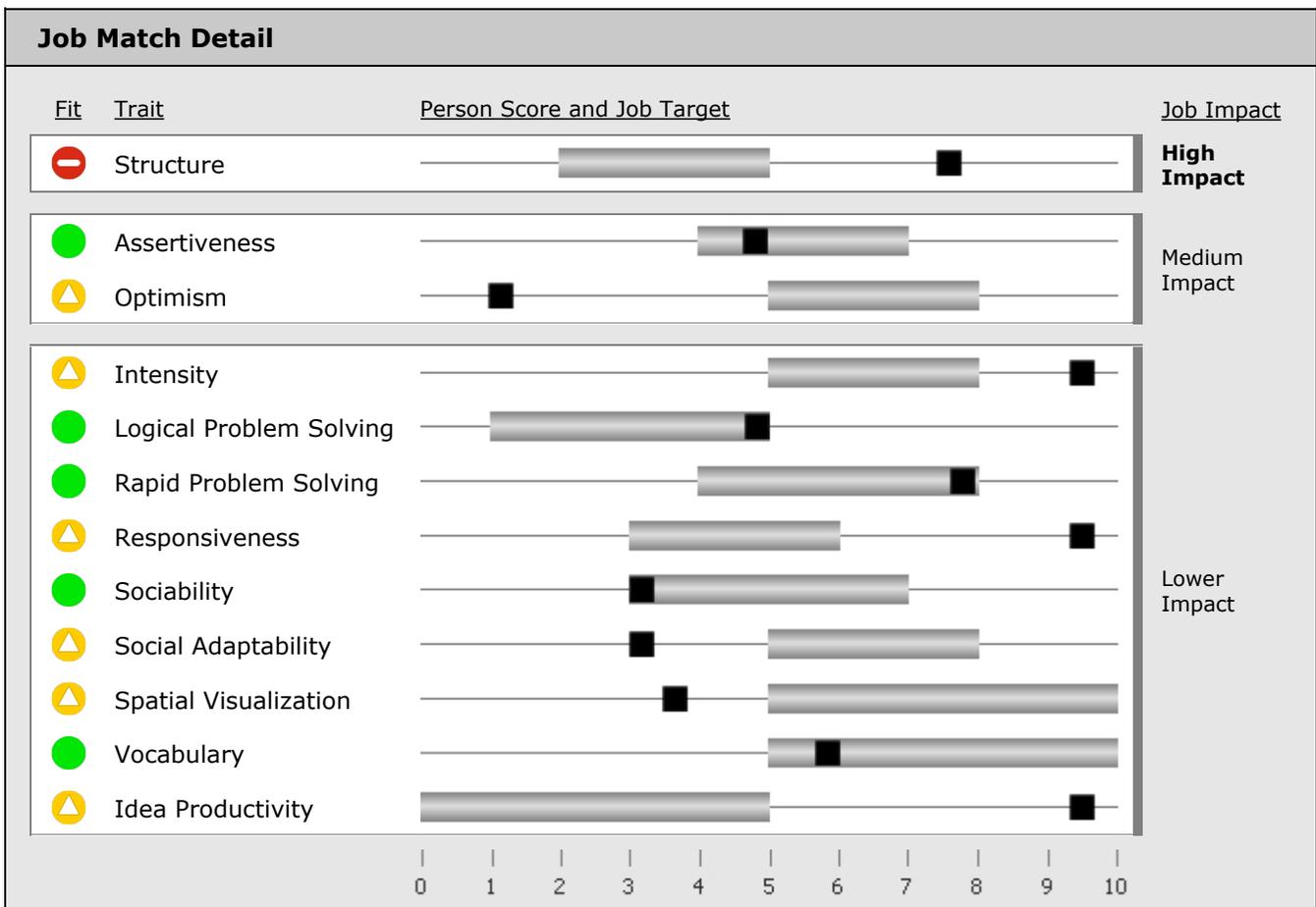
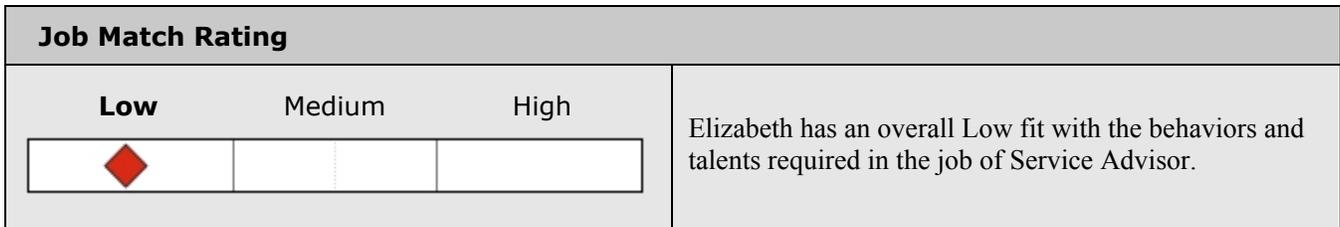
Position: Service Advisor
Company: Eastpoint
Completed: February 7, 2014
Requested By: James Wilson



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Summary

The graphs below show how well Elizabeth matches with the behaviors and talents required in the job of Service Advisor.



Green Dot - Strong match between the person and the job.

Yellow Triangle - Some mismatch that may or may not be significant.

Red Dash - Significant mismatch is a source of concern.

Black Box - The person's score for each trait.

Grey Bar - The target range for the job.

Scales without gray bars are considered not predictive for the job.

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 Elizabeth in the job of Service Advisor.

High Impact

Structure



Elizabeth's very strong structure orientation can be valuable in the right job. She tends to be steadfast in her efforts to attend to details and accuracy and to conscientiously meet quality control standards. She is not inclined to bend the rules or to take short cuts.

Medium Impact

Assertiveness



Elizabeth can be fairly assertive and decisive in situations that are structured and where rules and regulations are clear. She often prefers to go "by the book" and depends on being correct in order to exercise her authority and meet designated standards.

Optimism



Elizabeth is not outwardly effusive or gregarious and tends to maintain a healthy skepticism in her approach and outlook. She has the ability to visualize things and anticipate what might go wrong or may not turn out as planned.

Lower Impact

Intensity



Elizabeth has a very high level of emotional intensity at work which can spur her to take action. When frustrated or committed to a cause or direction, she responds with a great deal of energy.

Logical Problem Solving



Elizabeth can use a linear, logical approach to tackling bigger problems. She can slow down and think through larger issues methodically in a step-by-step manner.

Rapid Problem Solving



Elizabeth strongly prefers a quick, intuitive approach to problem solving. She is able to rapidly handle the many smaller issues that come her way every day.

Responsiveness



Elizabeth is responsive and quick to react. She has a natural preference for variety and change, and she is often impatient to complete work. She will want to prioritize and organize her tasks in order to be most effective.

Sociability



Elizabeth is analytical and introspective, and she tends to assess people and social situations with a certain degree of reservation. She likes time to gather information and to calculate her social initiatives. She is at her best socially when she is fully aware of the expectations and needs of others and has confidence she can satisfy them.

Social Adaptability



She will normally make her own decisions on the basis of solid evidence and objective thinking. She will not make concessions on important issues just to placate or accommodate others.

Spatial Visualization



Elizabeth is in the mid-range of three dimensional, or spatial ability. She can deal fairly easily with technical, mathematical, engineering, scientific, construction or building types of problems. She is able to see a three dimensional representation and visualize a three dimensional structure.

Vocabulary



Elizabeth has a mid-range level of general vocabulary. She should be effective in communicating and expressing her thoughts with most people. Her vocabulary will include the ability to use subtleties and nuances which may be helpful in communicating across a wide spectrum of people.

Idea Productivity



Elizabeth produces new ideas at a very rapid rate. This rate of idea flow should benefit her in face-to-face persuasion or sales as well as in holding the interest of listeners in presentations. She should be aware that other people do not typically produce ideas at this rate and that she may need to delay her responses at times to give others a chance to speak.

Descriptive Review

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

Elizabeth works best in a position that has clear-cut guidelines. She is assertive and fast-paced in her work, especially when dealing with task-based activities. She is aggressive, persistent, and able to take initiative. She may not be as forceful when dealing with people since she prefers to focus on getting a job done rather than controlling others. She is a highly responsive individual who needs a variety of opportunities for outward expression. She tends to be restless if confined and will grow impatient with one-dimensional work. . Although she likes a fast pace, she also likes to feel in control of her environment and be correct when expressing herself. The pace of work may feel somewhat slow to her at times.

She can be adaptable and considerate of normal standards and expectations, but she bases her actions on reason rather than people's opinions. She will not make concessions on important issues just to satisfy others. She prefers a well-ordered work environment but is capable of creating her own structure if none is provided. She is attentive to detail, accuracy, and thoroughness and is generally organized in her work approach. She is low-key and thoughtful in her approach to social influence and persuasion. She is not motivated by a strong need for social dominance or control.

Elizabeth has an appropriate degree of interest in people, especially those with whom is familiar. She will be purposeful in seeking out new relationships. She tends to have a skeptical outlook and often worries about potential obstacles and problems. She may not be as naturally optimistic as would be useful in this job. Her critical eye could cause her to dwell more on perceived or potential problems than is necessary. She has a very high level of emotional intensity when dealing with difficulty or problems. When frustrated, she responds with a great deal of energy. When working on a team, she may not intuitively sense how others will react to things or may incorrectly anticipate another person's response. She will be most comfortable working on her own projects.

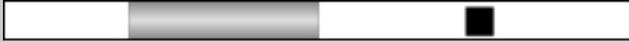
She is aggressive and is reasonably able to present facts and ideas to others. She may get caught up in details and have trouble bringing closure to persuasive situations. Although she comes up with new thoughts and ideas quickly throughout the day, which will help her in persuasive work, she does not naturally connect with others and may have difficulty in relationship selling. She has a very high rate of flow of ideas and may find this interrupts her concentration from time to time if she needs to concentrate on the same task for lengthy periods of time. Moving back and forth from task to task will help somewhat. She solves problems quickly and likes to have multiple problems and challenges at work. She is also able to think through larger, more complex problems when necessary.

Job Mismatches

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

Significant Mismatches

Red mismatches are significant and should be carefully examined. Elizabeth has 1 significant mismatch with the job of Service Advisor.

- Structure 	
<p>The Structure job target is medium. People with medium Structure have the ability to pay attention to procedures and guidelines but are also comfortable acting independent of rules.</p> <p>Elizabeth scored somewhat above the Structure target.</p>	<p>Consider:</p> <ul style="list-style-type: none"> - At times she may need to step back and look at the big picture. - She may become anxious if the expectations and/or rules change in a work situation. - She may be overly concerned with details and getting everything right.

Other Mismatches

Yellow mismatches are not considered overly important, but are worth noting. The following 6 mismatches are listed in order of their impact on the job.

▲ Optimism 	
<p>The Optimism job target is medium. People with medium Optimism show a mix of receptivity and skepticism about people they meet and/or situations in which they may be involved.</p> <p>Elizabeth scored well below the Optimism target. She may have a strong tendency to anticipate things which might not work out as well as expected.</p>	<p>Consider:</p> <ul style="list-style-type: none"> - She may not connect with new people very quickly. - Others may see her as not being very friendly.

	
<p>Intensity</p> <p>The Intensity job target is medium. People with medium Intensity have the flexibility to either react quickly or stop and think when hitting obstacles.</p> <p>Elizabeth scored somewhat above the Intensity target.</p>	<p>Consider:</p> <ul style="list-style-type: none"> - She may at times react very quickly to frustration and not get all the facts. - Others may at times feel that she is not listening or that she will not compromise.

	
<p>Responsiveness</p> <p>The Responsiveness job target is medium. People with medium Responsiveness can be expressive and enthusiastic at times, but they can also contain their responses when they feel it is appropriate.</p> <p>Elizabeth has higher Responsiveness. She is much more expressive and excitable.</p>	<p>Consider:</p> <ul style="list-style-type: none"> - She may find herself often and unintentionally at the center of attention as a result of her impatience. - If there are slow periods at work, she may find them very difficult to tolerate.

	
<p>Social Adaptability</p> <p>The Social Adaptability job target is medium. People with medium Social Adaptability are generally concerned about others' feelings and thoughts and may take these into account when deciding what to do or say.</p> <p>Elizabeth scored somewhat below the Social Adaptability target.</p>	<p>Consider:</p> <ul style="list-style-type: none"> - At times she may not pick up on the non-verbal content of a communication. - She may strike others as insensitive or disinterested at times.

 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>Elizabeth scored somewhat below the target. She will have slightly more difficulty dealing with three-dimensional, tangible things than is ideal for the position.</p>	<p>Consider:</p> <ul style="list-style-type: none">- She may not always grasp or be able to visualize tangible objects in three-dimensional form.- It may be more difficult for her to comprehend and see proposed changes in such things as plans or space.

 Idea Productivity 	
<p>The Idea Productivity job target is low. People with low Idea Productivity may have better listening abilities as they are not interrupting their own thoughts with a barrage of new ideas.</p> <p>Elizabeth has higher Idea Productivity. Her thoughts may come too quickly and in too rapid a succession for the position.</p>	<p>Consider:</p> <ul style="list-style-type: none">- Her thoughts and ideas may flow so fast that she may have difficulty listening to others.- She may not allow enough pauses in conversation or speech for anyone else to express their thoughts.