



Job Success Analysis

For: **SME North County Dublin**
 Compared to: **Customer Service and Sales Specialist**



HUMAN-BYDESIGN
Predicting Job Success

Suitability Assessment.

This section includes work preferences and tendencies that you have selected for this job. The score to the right of each factor shows the applicant's score as calculated for each trait.

The green, yellow or red ball in each graph indicates the degree of positive (green) or negative (yellow and red) impact that the factor is predicted to have on job performance. The ball is always inside a bar graph, which indicates the potential range of impact that the factor can have on performance. Note that the bar graph can have a different length for each factor. The lengths and positions of the bars are determined by the weightings you have given to each trait in the Job Success Formula setup.

The system checks to see if the answers were completed honestly and while paying sufficient attention. Analysis indicates there is a high likelihood (98.6%) the answers were truthful, accurately self-aware, and completed with sufficient concentration.

Essential traits (in order of importance)

Essential traits are traits in which higher scores generally relate to better performance.

Negative Impact Positive Impact

	Orla's Score	Impact Scale																		
		Very strong	Strong	Substantial	Moderate	Slight	no impact	Slight	Moderate	Substantial	Strong	Very strong								
Systematic: The enjoyment of tasks that require carefully or methodically thinking through steps Narrative: Job Candidate A moderately enjoys work that requires being systematic and tends to be moderately systematic. Orla's degree of being systematic will probably have a slightly negative impact on job satisfaction and/or performance.	6.3																			
Takes Initiative: The tendency to perceive what is necessary to be accomplished and to proceed on one's own Narrative: Job Candidate A very often tends to take initiative. This initiative will help him/her to achieve objectives. It is very important that the employer provides opportunities for initiative and guidelines regarding the type of initiative that can be taken. Otherwise, the initiative could be contrary to expectations. Job Candidate A degree of initiative will probably have a somewhat positive impact on job satisfaction and/or performance.	9.3																			
Helpful: The tendency to respond to others' needs and assist or support others to achieve their goals Narrative: Job Candidate A tends to be quite helpful and conscious of others' needs. Orla's degree of helpfulness is sufficient for this job.	7.7																			
Optimistic: The tendency to believe the future will be positive Narrative: Job Candidate A tends to be optimistic and cheerful. Orla's positive attitude will be beneficial when dealing with staff and co-workers. Orla's degree of optimism will probably have a slightly positive impact on job satisfaction and/or performance.	7.9																			
Organized: The tendency to place and maintain order in an environment or situation Narrative: Job Candidate A tends to be quite well organized. Job Candidate A degree of being organized is sufficient for this job.	7.7																			



Assessment Suitability.

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Negative Impact ←



→ Positive Impact

	Orla's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact	Slight	Moderate	Substantial	Strong	Very strong
Persistent: The tendency to be tenacious despite encountering significant obstacles Narrative: Job Candidate A is very determined and perseveres with a task despite many obstacles. Job Candidate A's tendency to be persistent will probably have a slightly positive impact on job satisfaction and/or performance.	9.2											
Precise: The enjoyment of work that requires being exact and the tendency to be detail oriented Narrative: Job Candidate A moderately enjoys precision tasks and tends to be moderately precise and attentive to detail. Job Candidate A's degree of exactness will probably have a slightly negative impact on job satisfaction and/or performance.	6.0											
Selling: The interest in convincing or influencing others to purchase a product or service Narrative: Job Candidate A is very interested in selling. Job Candidate A level of interest in some aspects of selling will probably have a slightly positive impact on job satisfaction and/or performance.	9.0											
Tempo: The enjoyment of work that needs to be done quickly Narrative: Job Candidate A likes to work quite quickly.	8.2											
Wants Challenge: The willingness to attempt difficult tasks or goals Narrative: Job Candidate A is motivated by challenging tasks or projects. Job Candidate A will prefer an employer who is able to offer challenging work. His/Her strong drive for achievement will probably be a good example for others. Job Candidate A's degree of drive to achieve challenging objectives will probably have a slightly positive impact on job satisfaction and/or performance.	8.3											
Warmth / empathy: The tendency to express positive feelings and affinity toward others Narrative: Job Candidate A's reasonably often expresses warmth and empathy. Orla's degree of expressing warmth and empathy is sufficient for this job.	6.7											

Desirable traits (in order of importance)

Desirable traits are traits in which low scores can hinder performance. However, high scorers do not necessarily perform better than moderate scorers.

Negative Impact ←



	Orla's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
Computers: The enjoyment of working with electronic machines that calculate, store, or analyze information Narrative: Job Candidate A would probably not enjoy working with computers. Orla's degree of enjoyment of working with computers will probably have a somewhat negative impact on job satisfaction and/or performance.	3.4						



Suitability Assessment.

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	Orla's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
<p>Diplomatic: The tendency to state things in a tactful manner Narrative: Job Candidate A tends to state things in a moderately diplomatic manner. Job Candidate A's degree of diplomacy is sufficient for this job.</p>	5.6						
<p>Influencing: The tendency to try to persuade others Narrative: Job Candidate A has a strong need to persuade or influence others. Assuming he/she has the right balance of other interpersonal traits, Job Candidate A is likely to be very skillful in expressing his/her ideas to staff, co-workers and/or clients. Job Candidate A degree of enjoyment of influencing is sufficient for this job.</p>	9.8						
<p>Pressure Tolerance: The level of comfort related to working under deadlines and busy schedules Narrative: Job Candidate A is moderately likely to work well under the pressure of deadlines and tight schedules. Job Candidate A degree of tolerance of pressure is sufficient for this job.</p>	5.6						
<p>Self-acceptance: The tendency to like oneself ("I'm O.K. the way I am") Narrative: Job Candidate A is very self-accepting. Orla's degree of self-acceptance is sufficient for this job.</p>	9.3						
<p>Self-improvement: The tendency to attempt to develop or better oneself Narrative: Job Candidate A has some interest in self-improvement. Job Candidate A's level of interest in self-improvement is sufficient for this job.</p>	5.8						
<p>Team: The enjoyment of working closely in a co-operative team effort (not necessarily the ability to do so) Narrative: Job Candidate A enjoys working in a team. Orla's degree of enjoyment of working in a team is sufficient for this job.</p>	7.6						
<p>Tolerance Of Bluntness: The level of comfort related to receiving abrupt or frank communications from others Narrative: Job Candidate A is fairly tolerant of people who are blunt. Orla's degree of tolerance of bluntness is sufficient for this job.</p>	6.7						
<p>Enthusiastic: The tendency to be eager and excited toward one's own goals Narrative: Job Candidate A tends to be fairly enthusiastic about his/her goals. If Job Candidate A's goals are in alignment with the organization's objectives, he/she will generally have a reasonable drive to achieve those objectives. Job Candidate A degree of enthusiasm for his/her goals is sufficient for this job.</p>	7.0						



Suitability Assessment

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Negative Impact ←

	Oria's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
<p>Planning: The tendency to formulate ideas related to the steps and process of accomplishing an objective Narrative: Job Candidate A very much enjoys planning and probably tends to do a lot of it. Job Candidate A's degree of enjoyment of planning is sufficient for this job.</p>	9.1						
<p>Receives Correction: The tendency to accept guidance intended to improve performance Narrative: Job Candidate A preferences indicate he/she is probably moderately receptive to corrective feedback. Job Candidate A degree of receptivity to corrective feedback is sufficient for this job.</p>	7.4						
<p>Outgoing: The tendency to be socially extroverted and the enjoyment of meeting new people. Narrative: Job Candidate A enjoys meeting new people and is probably very outgoing. Job Candidate A degree of enjoyment of meeting new people is sufficient for this job.</p>	9.1						
<p>Collaborative: The tendency to collaborate with others when making decisions Narrative: Job Candidate A moderately enjoys collaboration and probably gives moderate importance to collaborating with others in the decision-making process. Job Candidate A's degree of enjoyment from collaborating is sufficient for this job.</p>	5.5						
<p>Wants Stable Career: The desire for long-term or permanent employment Narrative: Job Candidate A gives extremely little importance to having a stable career. Job Candidate A degree of desire for having a stable career will probably have a somewhat negative impact on job satisfaction and/or performance.</p>	2.0						
<p>Handles Autonomy: The tendency to have the motivation and self-reliance necessary for a significant amount of independence from immediate supervision (does not indicate the necessary job related knowledge) Narrative: Assuming he/she has sufficient job-related knowledge, Job Candidate A is very likely to take appropriate actions when given a significant amount of independence from supervision. Job Candidate A level of ability to handle autonomy is sufficient for this job.</p>	9.1						
<p>Manages Stress Well: The tendency to deal effectively with strain and difficulty when it occurs Narrative: Job Candidate A is generally able to manage stress. Job Candidate A level of ability to manage stress is sufficient.</p>	6.3						
<p>Tolerance Of Structure: The tolerance of following rules, schedules, and procedures created by someone else Narrative: Job Candidate A tends to be tolerant of rules, procedures, and schedules set by someone else. Job Candidate A's degree of tolerance of structure is sufficient for this job.</p>	6.3						

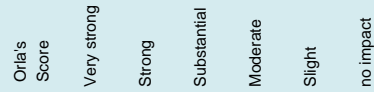


Suitability Assessment

Desirable traits (in order of importance)

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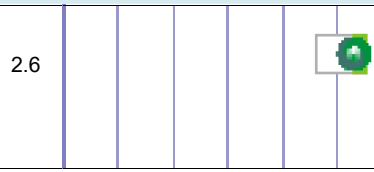
Negative Impact ←



Repetition:

The tolerance of monotonous work: a single activity repeated over and over (e.g. assembly line)

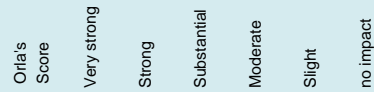
Narrative: Job Candidate A prefers NOT to have to perform highly repetitious work. Job Candidate A's degree of tolerance of repetition is sufficient for this job.



Traits to avoid (in order of importance)

Traits to avoid are traits in which high scores can hinder performance.

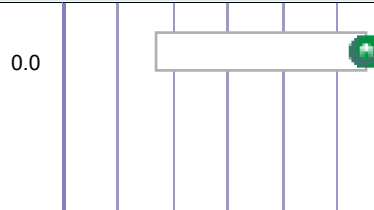
Negative Impact ←



Pay Minus Motivation:

The tendency to have a desire for money that is greater than the personal drive necessary to earn it

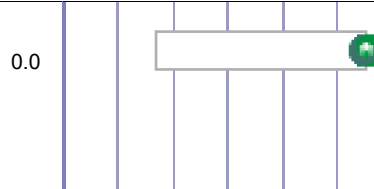
Narrative: Job Candidate A probably does not have a significant degree of having a desire for high pay that is greater than his/her level of motivation. Job Candidate A's level of motivation as compared to his/her desire for high pay will support job satisfaction and will NOT hinder performance.



Self-critical:

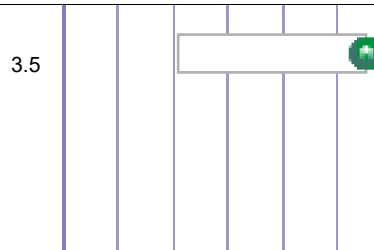
The tendency to seek self-improvement without sufficiently being self-accepting

Narrative: Job Candidate A probably does not have a significant degree of self-criticalness. Job Candidate A's degree of self-criticalness will NOT hinder performance.



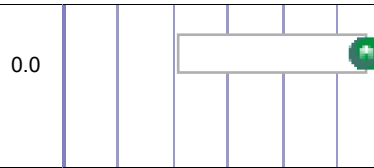
Defensive:

The tendency to be self-accepting without sufficiently intending to improve. Narrative: Job Candidate A probably has a moderate tendency to be defensive. Orla may place too much emphasis on being right, making him/her less receptive to feedback from others. Thus, Job Candidate A's may not learn important interpersonal skills that are essential for co-operative interaction and effective communication. Orla's degree of defensiveness will NOT hinder performance.



Dogmatic:

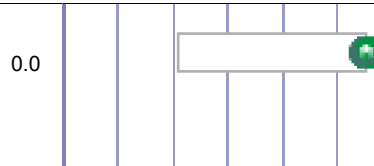
The tendency to be certain of opinions without sufficiently being open to different ideas. Narrative: Job Candidate A probably does not have a significant degree of being dogmatic. Job Candidate A degree of being dogmatic will NOT hinder performance.



Harsh:

The tendency to enforce rules without giving sufficient emphasis to building rapport or being empathetic

Narrative: Job Candidate A probably does not have a significant tendency to be harsh or overly strict. Job Candidate A's degree of harshness will NOT hinder performance.





Suitability Assessment

Traits to avoid (in order of importance)

Traits to avoid are traits in which high scores can hinder performance.

Negative Impact

	Orla's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
<p>Rebellious Autonomy: The tendency to seek freedom from authority without taking sufficient and appropriate initiative Narrative: Job Candidate A probably does not have a significant degree of rebellious autonomy. Job Candidate A's degree of rebellious autonomy will NOT hinder performance.</p>	0.0						
<p>Dominating: The tendency to be assertive of one's needs without sufficiently being helpful to others Narrative: Job Candidate A probably does not have a significant degree of being dominating. Job Candidate A's degree of being dominating will NOT hinder performance.</p>	0.0						
<p>Evasive: The tendency to be tactful without being sufficiently direct Narrative: Job Candidate A probably does not have a significant degree of being evasive. Job Candidate A's degree of being evasive will NOT hinder performance.</p>	0.0						
<p>Fast But Imprecise: The tendency to work quickly without sufficient attention to detail or accuracy Narrative: Job Candidate A probably does not have a significant degree of being fast but imprecise. Job Candidate A's degree of being fast but imprecise will NOT hinder performance.</p>	0.0						
<p>Insensitive: The tendency to be assertive with one's own needs without being sufficiently warm and empathetic Narrative: Job Candidate A probably does not have a significant degree of being insensitive. Job Candidate A's degree of being insensitive will NOT hinder performance.</p>	0.0						
<p>Precise But Slow: The tendency to be exact or precise without being sufficiently productive Narrative: Job Candidate A probably does not have a significant degree of focusing on details to the extent of slowing productivity Job Candidate A's degree of being precise but slow will NOT hinder performance.</p>	0.0						
<p>Rigidly Meticulous: The tendency to focus on details without sufficiently adapting to change Narrative: Job Candidate A probably does not have a significant degree of being rigid related to details and precision. Job Candidate A's degree of being rigidly meticulous will NOT hinder performance.</p>	0.0						
<p>Rigidly Organized: The tendency to be organized without sufficiently adapting to change Narrative: Job Candidate A probably does not have a significant degree of being rigid when organizing. Job Candidate A's degree of being rigidly organized will NOT hinder performance.</p>	0.0						



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Negative Impact

	Oria's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
<p>Blunt: The tendency to be frank or direct without being sufficiently tactful or diplomatic Narrative: Job Candidate A probably does not have a significant degree of being blunt. Job Candidate A's degree of being blunt will NOT hinder performance</p>	0.3						
<p>Skeptical: The tendency to focus on the potential difficulties of a plan or strategy without giving sufficient emphasis to the potential benefits Narrative: Job Candidate A probably does not have a significant degree of skepticism. Job Candidate A's degree of being skeptical will NOT hinder performance.</p>	0.9						