



IMPRINT REPORT

Candidate: <Candidate Name>

Prepared by: <Name>

Date: <Date>



ability
map™

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Introduction

Thank you for completing the Ability Map Imprint!

Ability Map is a first of its kind, disruptive job matching tool that *objectively* and *scientifically* maps candidates to jobs, taking the guesswork out of recruitment. It “sees through” hard skills (e.g. qualifications, work experience) and highlights your unique strengths in terms of competencies (e.g. leadership, customer service). These competencies can then be matched with the actual requirements of high performance in a job, project, team, culture or career path.

This Ability Imprint Report identifies the Ability Map competencies where you scored higher than most people. You can use this information to identify jobs, careers and work environments best suited to you.

Some people ask why this report contains no information about competencies where they scored lower than average (i.e. development needs). We believe that finding a job or career aligned to your strengths is a much more efficient path to success and job satisfaction than trying to change your personal style to address development needs. While development needs are important, they are often situation specific, and can be more related to how others see us than actually impacting job performance. This is why Ability Map focuses only on your strengths.

We hope you find this report of value and wish you the best in your job or career search.

Summary of Competency Strengths

This section summarises the competencies where you scored higher than most people. The rating used is: **HIGHLY COMPETENT**, **COMPETENT**, **MARGINAL** and **LOW**.

Ability Map Competency	Your Rating
Good at Managing Resources	● HIGHLY COMPETENT
Good at Showing Professionalism	● HIGHLY COMPETENT
Good at Using Creativity	● HIGHLY COMPETENT
Good at Working with Words	● HIGHLY COMPETENT
Good at Getting a Message Across	● HIGHLY COMPETENT
Good at Motivating Others	● HIGHLY COMPETENT
Good at Changing Behaviour to Suit the Situation	● COMPETENT
Good at Coping with Pressure	● COMPETENT

Explanation of Competencies

This section explains the behaviours and performance expected from people who scored strongly on the same competencies as you.

HIGHLY COMPETENT – Expected Behaviours & Performance

● Good at Managing Resources

- Identifies “vital few” goals and allocates time and resources accordingly to achieve those goals when faced with competing priorities.
- Navigates quickly and effectively to resolve problems and obstacles, even when complex and unique circumstances occur.

● Good at Showing Professionalism

- Thinks carefully about the likely effects on others of one's words, actions, appearance and mode of behaviour.
- Selects the words or actions most likely to have the desired effect on the individual or group in question.
- Practices good hygiene and presents an appropriate professional appearance.
- Takes actions calculated to have a positive effect on others.
- Understands how one is perceived by others.

● Good at Using Creativity

- Is able to challenge conventional practices.
- Creates novel solutions to problems.
- Maintains an entrepreneurial spirit that breaks down barriers to promote new and creative ways to meet goals.
- Relentlessly challenges the status quo to ensure areas for improvement are identified and addressed.
- Champions innovative approaches by acting as an opinion leader.

● Good at Working with Words

- Has the ability to solve complex problems and see relationships quickly and accurately when working with complex written information.
- Tailors the content of speech to the level and experience of the audience.
- Expresses ideas concisely in oral speech.
- Effectively transfers thoughts and expresses ideas orally or verbally in individual or group situations.

● Good at Getting a Message Across

- Delivers high quality, accurate, clear and concise messages that inform and persuade others.
- Excellent ability to recognise when others are having difficulty understanding and can adapt their communication style to get the message across.
- Writes and speaks effectively and appropriately to the audience.

- Uses consideration and tact when communicating and persuading.

● **Good at Motivating Others**

- Will motivate colleagues to pursue job goals and objectives, and are valued as people to emulate.
- Works to resolve conflict among team members by showing respect for others' opinions and working toward mutually agreeable solutions.
- Signals own commitment to a process by being personally present and involved at key events.
- Is accepted as a role model by all.

COMPETENT – Expected Behaviours & Performance

● **Good at Changing Behaviour to Suit the Situation**

- Anticipates and changes strategy before the current method proves to be ineffective.
- Adapts tactics or breaks down barriers to achieve optimal, timely results.
- Is able to see the merits of perspectives other than their own.
- Demonstrates openness to new organizational structures, procedures, and technology.
- Adapts quickly to changing customer needs.
- Shows willingness to learn new methods, procedures or techniques resulting from change.

● **Good at Coping with Pressure**

- Maintains absolute emotional control at all times.
- Remains calm under stress or in very difficult situations
- High ability to present a positive approach in the face of opposition.
- Conforms to most social expectations.