



# JOB PROFILE

Position: Google Manager  
Competencies

Client: Ability Map

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ability  
map™

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## Introduction

Traditional recruitment focuses on identifying a candidate's "hard" skills (e.g. qualifications, experience) and matching these with the perceived requirements of a job. This is like shooting an arrow before finding the target.

Ability Map is an innovative candidate-to job-matching tool. It takes the guesswork out of recruitment and supports diversity by looking beyond a candidate's background & qualifications to identify whether they have the competencies to be successful in a job.

Ability Map has 3 modules. The Job Profiler selects and prioritises the competencies required for high performance in a job. The Ability Imprint uses machine learning and behavioural assessment to identify a candidate's inherent competencies. The Matching Engine finds candidates with the competencies required for success in a specific job.



### **JOB PROFILE**

Selects and prioritises the competencies required for high performance.

### **MATCHING ENGINE**

Matches imprints against profiles and ranks candidates in order of job suitability.

### **ABILITY IMPRINT**

Scientifically identifies each candidate's inherent competencies.

## About this Report

The 8 competencies required for high performance in the Google Manager Competencies role were identified by Hello Ability at Ability Map by using the Ability Profiler to:

- help subject matter experts familiar with this role to objectively identify and prioritise the competencies it requires for high performance; or
- objectively identify the competencies on which a group of existing high performers in this role all scored strongly.

Hello Ability can clarify which of these methods were used.

The following page shows the competencies against which a candidate's Ability Imprint will be assessed to determine their suitability for the Google Manager Competencies role.

# Ability Map Competencies for Google Manager Competencies

## Competencies & Behavioural Indicators

### 1. 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.

### 2. Good At Leading Others

- Encourages a sense of mutual accountability in team settings that motivates individuals to do their best for each other and exceed goals.
- Provides motivational support through the ability to enhance others' commitment to their work.
- Displays the ability to capitalise on the strengths of others and to encourage them to do their best.
- Generates commitment and enthusiasm from others to set and achieve challenging objectives
- Recognises and rewards people for their achievements.

### 3. Good At Displaying Initiative

- Applies original thinking in approach to job responsibilities and strongly motivated to improve processes, methods, systems or services.
- Evaluates new technology for potential solutions to existing problems.
- Does more than is normally required in a situation.
- Can take independent action to change the direction of events.
- Identifies novel approaches for completing work assignments more effectively or efficiently and works within the "established" systems to push for "a better way".

### 4. Good At Achieving Plans

- Demonstrates concern for achieving or surpassing results against an internal or external standard of excellence.
- Shows a passion for improving the delivery of service with a commitment to continuous improvement.
- Tries new things to reach challenging goals and persists until personal and team goals are achieved and commitments met.

### 5. Good At Working With Teams

- Is a good team player who is driven to work well with others, and will work hard to maximise the success of the group.
- Provides assistance, information or other support to others, to build or maintain relationships with them.
- Works harmoniously with others to get a job done and responds positively to instructions and procedures.

#### 6. Good At Working With Diversity

- May look for opportunities to work with people of different ages, gender, race religion or political persuasion than themselves.
- Treats all people with respect and genuinely values diverse perspectives.
- Recognises differences as opportunities to learn and gain by working together.

#### 7. Good At Sharing Information

- Enhances the capabilities of the organisation by openly and effectively sharing their subject matter expertise with others.
- Shares knowledge freely and provides information to meet staff and customer needs.

#### 8. Good At Listening To Others

- Respectfully listens to others to gain a full understanding of issues.
- Believe that there are many sides to most issues.
- Seldom become irritated in response to what a person says.
- Are open to ideas.
- Appreciate the viewpoints of others.
- Are good listeners.
- Let others finish what they are saying.