



**Confidential
Candidate Match Report**

For the

FINANCIAL MANAGER

Job Pattern

Monday, January 6, 2003

**The EFFECTUS Group
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Greely, Ontario K4P 1P9
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Job Match Profiles

The following is a comparison of selected candidates to the FINANCIAL MANAGER job pattern. The number reported represents the overall match to the selected job pattern for each individual.

Mike Madeup	47%
Iggy Imaginary	44%

Please note this report does not measure or consider candidates' education, training, or experience, nor does it consider job skill requirements.

NOTICE:

As discussed in the User's Guide for this product, this job pattern approach to matching individuals to a position provides information of great value and should be an important part of the placement decision. However, the user is reminded that the results from any test should never make up more than a third of the final decision.

Profile Job Description

Graphic Summary

FINANCIAL MANAGER

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Thinking Style

Learning Index					5	6	7	8		
Verbal Skill					5	6	7	8		
Logical Reasoning					5	6	7	8		
Perceptual Ability						6	7	8		
Abstract Reasoning						6	7	8		

Behavioral Traits

Energy Level					5	6	7	8		
Assertiveness					5	6	7	8		
Sociability				4	5	6	7			
Manageability					5	6	7	8		
Attitude				4	5	6	7			
Decisiveness					5	6	7	8		
Accommodating				4	5	6	7			
Dependence					5	6	7	8		
Self-Judgment						6	7	8		

Occupational Interests

Top three interests for this position

Enterprising										
Financial/Admin										
People Service										

Lowest three interests for this position

Technical										
Mechanical										
Creative										

The Job Matching process for Interests is concerned with the top three interests of a Job Match Pattern and how closely a candidate's top three interests match. The three top interests for this Pattern are indicated and ranked from top to bottom.

Profile Job Description

The “*FINANCIAL MANAGER*” position will require:

Candidate Description

Learning Index	Employees who assimilate information within expected norms and can appreciate more complex information processing.
Verbal Skill	Employees who communicate within normal expectations and are also comfortable communicating the more complex aspects of their routine functions.
Verbal Reasoning	Employees who interpret routine communications effectively with an ability to analyze more complex verbal information.
Numerical Ability	Employees who utilize routine numerical information in their work and who may occasionally be required to perform more complex calculations.
Numeric Reasoning	Employees who are reasonably efficient about utilizing numerical data in decision-making and who require little assistance in processing graphic representations of this data.
Enterprising	Employees who are highly motivated by the competitive, entrepreneurial world of sales and management.
Financial/Admin	Employees who are highly motivated by administrative duties or financial information processing.
People Service	Employees who are motivated by helping others, yet also possess less service-oriented interests.
Technical	Employees who rarely seek out work that involves the processing of technical information. This is not one of the top three interests for this position.
Mechanical	Employees who rarely seek out work that involves hands-on performance and who are not particularly motivated by mechanical or industrial interests. This is not one of the top three interests for this position.
Creative	Employees who rarely seek out work that involves creating new ways to perform their duties or other creative outlets. This is not one of the top three interests for this position.
Energy Level	Employees who respond well to demands on their time and generally work at a brisk pace.
Assertiveness	Employees who take on leadership roles comfortably but are still capable of following when necessary.
Sociability	Employees who are moderately social, motivated by the opportunity to present their ideas and suggestions and are encouraged by the opportunity to work in a team environment.

Profile Job Description

Manageability	Employees who respond well to a structured environment and are willing to accept the leadership of others.
Attitude	Employees who demonstrate a positive attitude, yet are not required to resist the expression of frustration in order to achieve success in their work.
Decisiveness	Employees who respond at an even pace and maintain effective time management skills when making decisions.
Accommodating	Employees who can appropriately accommodate the needs of customers and co-workers, and also appreciate the occasional need to take a personal position that is different than the group's position
Independence	Employees who are moderately independent yet can accept necessary supervision and structure.
Objective Judgment	Employees who are most successful when provided ample information to make objective decisions, yet are capable of relying on intuition when necessary.