



Candidate Report

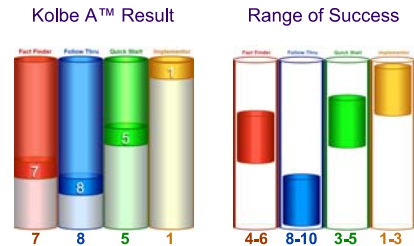
Paul Tenor

Role: Customer Service

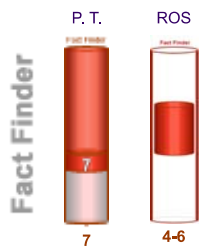
Range of Success™ (ROS) Grade: **A-**

This letter grade is based upon the information you provided regarding your requirements for the **Customer Service** position. It represents how well a candidate is likely to fit the conative demands of the job. The better the grade, the better the fit. The lower the grade, the higher the risk the candidate will be a poor match.

Kolbe A: 02/24/00
ROS Created: 07/13/17
Comp: ABC Manufacturing / Dept: Warehouse



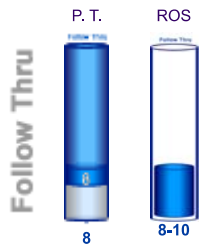
Compared to ROS for Customer Service :



This candidate appears to be **somewhat more precise than** your requirements.

Paul's best way of gathering and sharing information is:

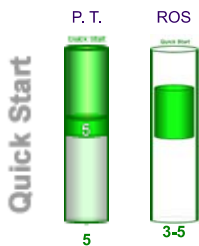
- collect data
- require specificity
- establish priorities
- compare pros and cons
- document decisions
- assess probabilities
- gather complex information
- evaluate opportunities
- allocate resources
- strategize solutions
- define terms



This candidate appears to be **a good fit for** your requirements.

Paul's best way of arranging and designing is:

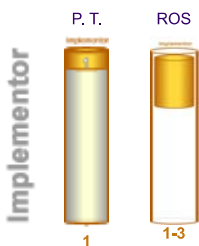
- work sequentially
- systematize processes
- diagram steps and procedures
- bring order out of chaos
- organize information and materials
- bring closure to projects
- provide structured systems
- chart and graph progress



This candidate appears to be **a good fit for** your requirements.

Paul's best way of dealing with risk and uncertainty is:

- accommodating risks
- participating in experiments
- navigating through uncertainty
- trying alternatives
- steadying spiraling change
- scouting innovations
- sampling ideas
- adjusting to change



This candidate appears to be **a good fit for** your requirements.

Paul's best way of dealing with spaces and tangibles is:

- Create abstract solutions
- conceptualize the problem
- envision circumstances
- use virtual presentations
- imagine concepts
- deal with the intangible
- sketch ideas
- visualize the end-result



Candidate Report

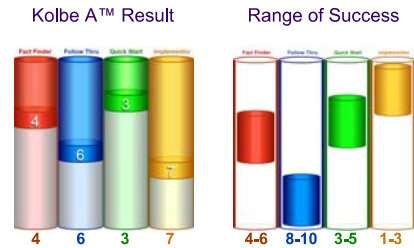
Dom Testo

Role: Customer Service

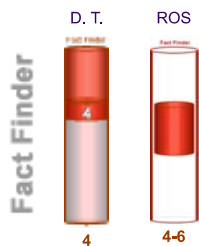
Range of Success™ (ROS) Grade: **F**

This letter grade is based upon the information you provided regarding your requirements for the **Customer Service** position. It represents how well a candidate is likely to fit the conative demands of the job. The better the grade, the better the fit. The lower the grade, the higher the risk the candidate will be a poor match.

Kolbe A: 11/14/14
ROS Created: 07/13/17
Comp: ABC Manufacturing / Dept: Warehouse



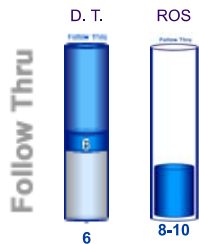
Compared to ROS for Customer Service :



This candidate appears to be a **good fit** for your requirements.

Dom's best way of gathering and sharing information is:

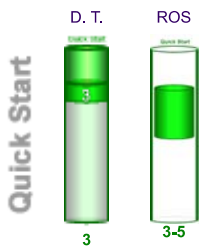
- reviewing the data
- confirming priorities
- clarifying specifics
- elaborating the bottom line
- paraphrasing
- responding appropriately
- explaining historical context
- filling in the blanks
- editing written material
- highlighting what's important



This candidate appears to be **considerably less structured than** your requirements.

Dom's best way of arranging and designing is:

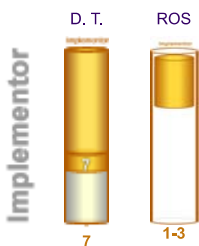
- maintaining order
- sustaining systems
- reducing inconsistencies
- complying with the plan
- replicating patterns
- responding to regulations
- meeting needs for closure
- reducing classifications
- readjusting schedules



This candidate appears to be a **good fit** for your requirements.

Dom's best way of dealing with risk and uncertainty is:

- stabilize the course
- stay with what's currently working
- protect the status quo
- remain focused
- confirm commitments
- reduce uncertainty
- curb hazards
- highlight potential liabilities
- minimize risk factors



This candidate appears to be **considerably more tangible than** your requirements.

Dom's best way of dealing with spaces and tangibles is:

- insist on quality
- maximize use of space
- be hands-on
- demonstrate solutions
- provide protection and safeguards
- construct tangible goods
- build things that will last
- preserve functionality
- produce quality products