

Dear John Smith,

In the rugged terrain of career selection and advancement, one would require the necessary equipment to navigate across the variable landscape. The **Positioner** equips each job seeker with the necessary know-how to accommodate better within the occupational environment. The **Positioner** captures the scores of the **Mirror** and develops it one step further to help you define your ideal career pathway.

Learning about your personality is not only an interesting activity but important. When it comes to career satisfaction, you will need to find a work environment that is compatible to your gifts and personality! Given the right perspective, everyone can do well in the workplace/occupation of your choice. Finding the right fit means finding the ideal place for you that is well suited to your unique Personality.

The **Positioner** is an integrative personality-based technology that offers you the opportunity to identify your personality-driven career peaks based on the **Job Fit Index (JFI)**, which is derived by mapping your unique personality scores onto heavily researched (Asian) Local-Global occupational benchmarks developed by Research Communication International.

Based on the **Job Fit Index**, the **Positioner** will compute a listing of recommended jobs best suited to your unique personality. It will also endow you with substantial knowledge to handle the rigors of job interviews by proposing special techniques determined by your personality-driven job competencies to win the interview.

In addition, the profile provides a listing of your competencies based on the following core areas that will help you in your career development:

1. **Communication Skills**
2. **Strategic Management**
3. **Sustaining Excellence**

Finally, the profile concludes with a listing of your overall personality scores derived from the **Mirror** and the **Positioner**, convenient for quick referencing during interviews.

We hope that you will find the following pages a useful resource to map your career path more decisively and we wish you every success in your career search and future advancement!

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Communication Skills

Communication is an indispensable asset and a primal vehicle to express ideas, thoughts and directives. People with this competence are comfortable expressing themselves clearly and confidently to individuals and groups alike. They are known to possess great presence in public environments and are effective in communicating difficult concepts and ideas in a simple and understandable way. Communication is an important personal resource for dominance in interviews, sales marketing, giving speeches / presentations and handling difficult negotiations.

The following indicators are descriptors of some of your competencies with regards to communication skills:

Dealing with difficult people

You are generally comfortable engaging in a minimum number of difficult people tasks i.e. confrontation, disputation, mentoring, coaching and counseling, but do not practice it as a way of life.

Listening Ability

You are an able listener who is able to sacrifice your personal interest to those of others for a moderate proportion of the day.

Public Speaking

You are generally comfortable making a moderate number of speeches or presentations on stage before groups of people, but would not like to be engaged in such endeavors repeatedly.

People Motivation

You are generally known as an able motivator in most circumstances.

Capacity to work with others

You are moderately easy to work with, though occasionally headstrong and prone to conflict when things don't quite go the way you envisaged them to.

Strategic Management

Strategic Management is a measure of the individual's ability to engage in a long term planning crucial for corporate survivability, continual improvement of best practices and sustainable development. A strategic planner anticipates potential changes in the market climate and develops contingencies to avert negative changes while capitalizing on the positive changes in the environment that will benefit the organization. They keep a close watch on shifts in consumer tastes, technological advancement, political instabilities and market conditions that might affect the running of the organization or industry as a whole.

The following indicators are descriptors of some of your competencies with regards to strategic management:

Foresight

You are generally capable of seeing into the future but not lost in it, being very well aware of the present realities; allowing you a fine balance of foresight and practical thinking.

Decision Making Ability

Your profile suggests a nature that will typically take your time over decisions due to a generally acquiescent and considerate nature, especially if the final decision would result in human conflict.

Quality Development

You possess moderate predisposition necessary for quality development engagement due to a disciplined, resilient and motivated profile naturally associated with continuous development and quality assurance.

Networking & Diversity

You are capable of engaging in social activities demanding interaction with groups of people from diverse backgrounds and worldviews different from your own; however, such prolonged social activity will tire you out in the long run.

Caution & Safety Awareness

You are generally respectful for safety procedures, although vulnerable to sporadic lapses of safety considerations due to a somewhat outgoing and reactive nature.

Sustaining Excellence

The following categories depict key job competencies that employers look for in a job seeker whether or not you are academically qualified / vocationally experienced to hold the job. These are general qualities that will affect the minds of decision-makers when it comes to the crunch i.e. selecting between candidates who are equally qualified. The following descriptors describe your personality-driven job competencies based on:

Comfort with Competition

You are not particularly comfortable with aggressive competition although some friendly competition sometimes invigorates you.

Inner-Self Motivation

Based on your profile, you tend to account for life's successes or failures with a balance of external influences such as fate, luck or outside help by others, and internal influences such as hard work and personal competence.

Regularity & Consistency

You are capable of working in an environment demanding consistency in performance and work behavior when the situation demands it, however long hours of such activity will be a stretch.

Determination & Perseverance

Your desire for success attainment and restraint suggests that you are more likely to persist through to completion complex, grueling and long term tasks than others.

Policy- Drivenness

Your profile suggests a general capacity to follow policy, although also capable of acting independently of policy when convicted.

Using Your Personality to Succeed at the Interview

Techniques on how to win the interview based on your profile

During a job interview, you may be asked about your significant personal strengths. From your personality competency profile below, you will be able to select something, which is relevant, such as: “*I am a natural motivator of others*” or “*I’m innately comfortable managing others*” etc.

If asked about your weak points, choose one that still shows you in a positive light (e.g. “*I take on too much work*”). The listing below highlights some of your stronger personality-driven competencies drawn from previous sections of this profile, which you may employ to describe yourself in an interview setting.

| | | |
|-------------------------------|--------|----|
| Decision Making Ability | High | 57 |
| Quality Development | Medium | 50 |
| Caution & Safety Awareness | Medium | 50 |
| Comfort with Competition | Medium | 50 |
| Inner-Self Motivation | Medium | 50 |
| Regularity & Consistency | Medium | 50 |
| Listening Ability | Medium | 49 |
| Foresight | Medium | 49 |
| Dealing with difficult people | Medium | 48 |
| Policy- Drivenness | Medium | 48 |

You may like to highlight your top few competencies from the list above as your relatively “stronger” natural endowments and the bottom few from the list above as your relatively “weaker” points.

Point out to your interviewer how you have “leveraged” on your strengths and “managed” your weaknesses.

Competency Fit Index (CFI)

In addition to your best competencies highlighted previously, the profile has identified your natural tendencies toward the following workplace behaviors.

You will find a catalogue of these competencies below, coupled with a Competency Fit Index indicating the level of affinity you possess with the specified competency. The Fit Index is scored upon a range starting from 0, wherein a lower score denotes a better fit.

A score between 0 to 10 denotes a natural fit whereas a score between 11 to 20 suggests a stretch fit.

| Competency | Fit Index |
|--|------------------|
| Sizing Up People | 2 - Natural Fit |
| Organizational Awareness | 2 - Natural Fit |
| Service Orientation | 3 - Natural Fit |
| Work/Life Balance | 4 - Natural Fit |
| Political Savvy | 5 - Natural Fit |
| Facilitation | 5 - Natural Fit |
| Composure | 7 - Natural Fit |
| Strategic Thinking | 8 - Natural Fit |
| Negotiating | 8 - Natural Fit |
| Conflict Management | 8 - Natural Fit |
| Presentation Skills | 10 - Natural Fit |
| On-Stage Presence | 10 - Natural Fit |
| Flexibility | 10 - Natural Fit |
| Bends Policy When Appropriate | 10 - Natural Fit |
| Teamwork & Cooperation | 11 - Stretch Fit |
| Speedy Decision-Making | 11 - Stretch Fit |
| Self Knowledge | 11 - Stretch Fit |
| Process Management | 11 - Stretch Fit |
| Courage with People | 11 - Stretch Fit |
| Able to Subordinate Personal Needs to Team Success | 11 - Stretch Fit |

Job Fit Index

Based on your personality analysis, the Job Fit Index (JFI) provides general estimates of your natural personality-driven propensity to excel in the following professional domains.

High scores indicate your natural tendency to sustain good performance in these professional domains given the relevant training qualifications. Low scores do not necessarily denote a lack of competence in these areas but display an indication that you would probably have to stretch more than others scoring in the high and mid levels to accomplish your job tasks. The JFI computes your personality data and weighs them against occupational benchmarks typical within an Asia/Pacific context. The scores you have received are a measure of the natural professional tendencies you possess based on psychometric analysis, however they are not indicative of actual performance, which is highly dependent on factors such as drive and determination. For example, many people who do not display a natural disposition toward sales or marketing have been known to excel in it by sheer hard work and training.

| Job Areas | Job Fit Index |
|---------------------|---------------|
| Consultancy | Very High |
| Human Resource | Very High |
| Engineer Manager | Very High |
| Trainer | Very High |
| Counselling | Very High |
| Media/Design | Very High |
| General Manager | Very High |
| IT Executive | Very High |
| QA Manager | Very High |
| Teacher | Very High |
| Logistic Executive | Very High |
| Event Coordinator | Very High |
| Social Services | High |
| Advertising | High |
| Nurse | High |
| Marketing Manager | High |
| Management | High |
| Project Engineer | High |
| QA Engineer | High |
| Executive Secretary | High |
| Factory Manager | High |
| Design Engineer | High |
| Hotel Manager | High |

Tips on how to leverage on your strengths and/or how to manage your weaknesses for a better job fit.

Based on your personality-driven competencies, you may like to leverage on the following aspects you have scored highest in to enhance maximal potential.

Your highest scores include:

- | | |
|-------------------------------|----|
| 1) Decision Making Ability | 57 |
| 2) Quality Development | 50 |
| 3) Caution & Safety Awareness | 50 |

You may also like to manage the ones with the lower scores.

Your lower scores include:

- | | |
|---------------------------------|----|
| 1) Networking & Diversity | 46 |
| 2) Public Speaking | 46 |
| 3) Determination & Perseverance | 43 |

Your selected behavioral competency to be developed is:

Specify the behavior: _____

Why? What do I want to achieve by developing this behavioral competency?

Score Summary

The following pages provide a summary of your Positioner and Mirror Scores as a convenient sheet to staple onto your resume at a job interview. Once again it is important to note that these scores are used only as indicators or labels to measure personality-driven behaviors. Lower scores are by no means inferior to higher scores and vice versa. In some professions, lower scores are favored, while in others higher scores. **Truly, there is beauty in every nature!**

Explanation of your scores when compared to the general profiled populace:

You are in the top 7% of the general profiled population if your score is 65 and above

The top 31% if your score is between 55 and 65

The top 45% if your score is between 50 to 55

PEAKS Factors

| | | |
|----------------|----|--------|
| Purpose | 47 | Medium |
| Energy | 45 | Low |
| Affirmation | 41 | Low |
| Knowledge | 43 | Low |
| Sustainability | 49 | Medium |

Communication

| | | |
|-------------------------------|----|--------|
| Dealing with difficult people | 48 | Medium |
| Listening Ability | 49 | Medium |
| Public Speaking | 46 | Medium |
| People Motivation | 47 | Medium |
| Capacity to work with others | 47 | Medium |

Strategic Management

| | | |
|----------------------------|----|--------|
| Foresight | 49 | Medium |
| Decision Making Ability | 57 | High |
| Quality Development | 50 | Medium |
| Networking & Diversity | 46 | Medium |
| Caution & Safety Awareness | 50 | Medium |

Sustaining Excellence

| | | |
|------------------------------|----|--------|
| Comfort with Competition | 50 | Medium |
| Inner-Self Motivation | 50 | Medium |
| Regularity & Consistency | 50 | Medium |
| Determination & Perseverance | 43 | Low |
| Policy-Drivenness | 48 | Medium |

General Work-Related Traits

| | | |
|--------------------------------|----|--------|
| 1. Achievement | 43 | Low |
| 2. Independence | 50 | Medium |
| 3. Integrity / Reliability | 46 | Medium |
| 4. Working Well under pressure | 49 | Medium |

Change-Related Traits

| | | |
|--|----|--------|
| 1. Managing Change | 49 | Medium |
| 2. Spontaneous Disposition | 50 | Medium |
| 3. Pioneering Initiatives | 49 | Medium |
| 4. Ability to handle ambiguity and chaos | 50 | Medium |

Emotion-Related Traits

| | | |
|------------------------------------|----|--------|
| 1. Ability to make tough decisions | 50 | Medium |
| 2. Health Consciousness | 47 | Medium |
| 3. Emotionality | 47 | Medium |
| 4. Optimistic Outlook | 45 | Medium |

Team-Related Traits

| | | |
|-----------------------|----|--------|
| 1. Self- Confidence | 45 | Medium |
| 2. Conflict Proneness | 53 | Medium |
| 3. Proactivity | 49 | Medium |
| 4. Team Orientation | 47 | Medium |

Administration-Related Traits

| | | |
|-------------------------------------|----|--------|
| 1. Comfort with computer/ paperwork | 45 | Medium |
| 2. Routine Management | 50 | Medium |
| 3. Follow-through ability | 49 | Medium |
| 4. Sense of Urgency | 50 | Medium |

Management-Related Traits

| | | |
|---------------------------|----|--------|
| 1. Management Orientation | 48 | Medium |
| 2. Planning Ability | 48 | Medium |
| 3. Command & Control | 49 | Medium |
| 4. Facilitation of Others | 48 | Medium |

Entrepreneurial and Sales-Related Traits

| | | |
|--|----|--------|
| 1. Leadership Acumen | 49 | Medium |
| 2. Entrepreneurial Spirit/ Empowerment | 49 | Medium |
| 3. Sales Ability | 48 | Medium |
| 4. Propensity for Risk taking | 49 | Medium |

Service-Related Traits

| | | |
|---------------------------------|----|--------|
| 1. Service Orientation | 46 | Medium |
| 2. Ability to understand people | 48 | Medium |
| 3. People Focus | 45 | Medium |
| 4. Compliance | 40 | Low |