

ProfileXT™

**CONFIDENTIAL**

## **SUCCESSION PLANNING REPORT**

Tuesday, January 8, 2008

### **Sally Sample**

Profiles International, Inc.

Profiles Office Park  
5205 Lake Shore Drive  
Waco, Texas 76710  
254-751-1644



*Building and Retaining  
the  
High-Performance  
Company*

# Succession Planning

Career pathing or succession planning is important to employee satisfaction as well as to positive organizational growth. Knowing where people may fit in the future can also help you design your training for them.

test has developed customized Job Match Patterns for several positions in the organization. This list shows how Sally Sample matches the Job Match Patterns for these different positions. The overall percent match reflects her Thinking Style, Occupational Interests and Behavioral Traits combined.

You should select appropriate positions from the Job Match Patterns listed here and generate reports for Sally that are specific to those positions. These reports will provide very detailed information about Sally to include coaching comments and interviewing ideas for succession planning. Please note this report does not measure or consider the candidate's education, training, or experience, nor does it indicate job skill requirements.

<u>Position</u>	<u>Job Match Percent</u>
Mechanical Engineer.....	90%
Personal Computer Specialist .....	86%
Network Specialist.....	82%
Programmer .....	82%
Electrician.....	81%
Communications Tech.....	80%
Help Desk Manager .....	79%
Accountant .....	79%
Data Entry Clerk.....	78%
Executive Assistant .....	73%
Administrative Assistant .....	72%
Accounting Clerk .....	69%
Purchasing Agent.....	66%
Marketing Agent .....	63%
Sales Rep.....	62%
Maintenance Worker .....	59%

**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.