

TRU-VIEW PERSPECTIVE REPORT FOR

JOHN DOE

October 06, 2010



SUMMARY OF COMPETENCY FEEDBACK



This graph summarizes the feedback received on John Doe with regard to the competencies considered to be important for the position of Sales Executive.

Ratings were positioned on a seven-point scale, **where a rating of seven for a particular competence indicates that it should be demonstrated very effectively. In other words, the higher the value the better.**

John's self ratings are shown in green. The average of all the ratings received from all of John's responding references is shown in orange.

The more positive the rating, the closer it will be to the outside edge of the graph.

Where John's rating is significantly higher than his/her references, there will be a gap in the graph with John's rating showing closer to the outside edge. Where the references think more highly of John's abilities, there will be a gap in the graph with the references average rating showing closer to the outside edge.

EMPLOYMENT VERIFICATION FOR John Doe

INPUT AND VERIFICATION WAS SOLICITED FROM:

FULL NAME	RELATIONSHIP	COMPANY	POSITION	START DATE	END DATE	COMPLETED
Davies, Donald	Colleague	XYZ Company	HR Manager	10/01/2007	08/01/2009	✓
Jacobs, Jeff	Colleague	XYZ Company	Sr. HR Manager	08/01/2009	Current	✓
Smith, Steve	Manager	ABC Corporation	Senior HR Manager	10/01/1997	10/01/2007	✓

THE FOLLOWING VERIFICATION EXCEPTIONS WERE TAKEN:

FULL NAME	RELATIONSHIP	COMPANY	VERIFICATION*	EXCEPTIONS TAKEN
Davies, Donald	Colleague	XYZ Company	Agree with exception	This information provided by John Doe is accurate.
Jacobs, Jeff	Colleague	XYZ Company	Agree	None
Smith, Steve	Manager	ABC Corporation	Agree	None

SELF WRITTEN COMMENTS

Applicant written comments are presented verbatim below.

What would you like a potential employer to know about you?

- I am a professional at all times who takes pride in being a self starter as well as a team player.

What areas do you think you could improve upon?

- I have been told that I have the characteristics of great leader. My goal is to position myself around other great leaders so that I can listen and learn from people that I can trust.

REFERENCE WRITTEN COMMENTS

Each respondent was given the opportunity to comment on the applicant's areas of strength and needs for development. These written comments are presented verbatim below.

What would you like a hiring manager to know about this applicant?

- John is flexible and adapts well to change. Under difficult circumstances, he remains calm and makes well rounded decisions to ensure resolution. He accepts constructive criticism well and is open to learning. He looks for new perspectives on all endeavors.
- John has a 'Can Do' attitude in all situations and will always strive to do what is best for the company at all times.
- John takes pride in his career while learning from all persons regardless of their title. He strives for success and makes his employees his number one priority.

In what ways could this applicant be more effective?

- None come to mind.
- None at this time.
- He needs to continue to remain 'current' with the industry as he has done so well in the past.

If you could, would you hire this applicant today?

- From the very moment that I interviewed John, I knew he would be a very successful leader/manager. He is a very good asset to any organization. I would hire him again.
- Yes.
- Absolutely, yes.

DETAILED COMPETENCY FEEDBACK RATINGS

COMPETENCY CATEGORY	SELF	REFERENCES	DEGREE OF AGREEMENT
Acts with Integrity	6.5	5.8	(0.7)
Demonstrates consistency between words and actions	6.0	6.0	-
Serves as an example for others by acting in ways that build confidence and trust	7.0	5.5	(1.5)
Communicates Effectively	6.8	5.8	(1.0)
Customizes communication style to the audience	6.0	5.7	(0.3)
Demonstrates strong listening skills, asking questions to clarify for understanding	7.0	5.7	(1.3)
Presents ideas and position in a concise, convincing manner	7.0	6.3	(0.7)
Uses communication methods (e.g., e-mail, phone, in person, meetings) appropriate to the situation/person	7.0	5.7	(1.3)
Demonstrates Job Knowledge	7.0	6.2	(0.8)
Has a broad understanding of his/her functional/technical area	7.0	6.3	(0.7)
Uses up-to-date knowledge, skills and experience to effectively perform his/her role	7.0	6.0	(1.0)
Demonstrates Teamwork	6.7	5.9	(0.8)
Demonstrates respect and courtesy for other team members	6.0	6.0	-
Keeps others informed so that there are no unnecessary surprises	7.0	5.5	(1.5)
Works constructively with others despite differences in style or interests	7.0	6.0	(1.0)
Displays Initiative	7.0	6.0	(1.0)
Assumes personal accountability for actions and results	7.0	6.0	(1.0)
Perseveres in the face of resistance or setbacks	7.0	6.0	(1.0)
Sets high standards for his/her behavior and performance	7.0	6.0	(1.0)
Manages Work/Projects	7.0	5.9	(1.1)
Efficiently and effectively manages time and workload	7.0	6.0	(1.0)
Maintains high standards while meeting deadlines and commitments	7.0	6.0	(1.0)
Makes a realistic assessment of what can be achieved and appropriately seeks support if necessary	7.0	5.5	(1.5)
Values Customers	6.5	5.9	(0.6)
Delivers quality products or services that fully meet customers' expectations	6.0	5.7	(0.3)
Demonstrates respect by staying objective and courteous in challenging customer situations	6.0	6.0	-
Makes commitments that are realistic and attainable, and keeps them	7.0	6.0	(1.0)
Responds to customer requests in a prompt and courteous manner	7.0	6.0	(1.0)