



ESP | Comparison Report

POSITION: Sales (Farmer)
 CANDIDATE: Neil Sample
 DATE: February 19, 2010

Motivators In Desired Rank Order

	Candidate Rank	Job Match	Interpretation
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Drivers

Close Personal Relationships

The job requires a candidate who is collaborative and team-oriented.

2



This person enjoys constant interaction with people and prefers their collaborating with others. **This is a good match for this position.**

Frequent Problem Solving

The job requires a candidate motivated by solving problems and steady mental challenge.

5



This person enjoys some mental challenge, but are happy with a steady workflow as well. **This is not far from the position's requirements.**

Willingness to Change

The job requires a candidate who is flexible and willing to adapt to changing conditions.

7



This person tends to focus on one project at a time and likes stable, defined situations. **This does not match the position's requirements.**

Neutral

Compete and Win

The job requires a candidate to be somewhat driven to win, but it is not a primary need.

9



This person prefers to put team goals ahead of personal goals. **This is not far from the position's requirements.**

Innovation and Creativity

The job requires a candidate be OK with both creative/new ideas as well as traditional work.

4



This person is comfortable with new ideas, but isn't motivated to constantly innovate. **This is a good match for this position.**

Expressive and Outgoing

The job requires a candidate who doesn't mind being in front of others.

3



This person is motivated by the spotlight and attention received by interacting with others. **This is not far from the position's requirements.**

Avoiders

Quick Decisions

The job requires a deliberate decision maker who thinks through consequences.

6



This person may be comfortable with snap decisions as well as deliberate decision making. **This is not far from the position's requirements.**

Desire for Structure

The job requires a candidate who prefers personal freedom and little organization.

1



This person is interested in procedures, rules, and is task and deadline oriented. **This does not match the position's requirements.**

Need to be Perfect

The job does not require a candidate to focus on meticulous details.

8



This person does not enjoy work that is detail oriented. **This is a good match for this position.**

Aptitudes

SCORING BANDS

1 2 3 4 5 6 7

Attention to Details

DESIRED
ACTUAL



Business Spelling

DESIRED
ACTUAL



Verbal Comprehension

DESIRED
ACTUAL



Problem Solving/Multitasking

DESIRED
ACTUAL



Job Priority



This person tends to enjoy their job and finds personal value in it. They likely show a good work ethic and will put goals of the job ahead of personal goals.

Scoring Key:

Motivators are ordered by organizational preference. Green checkmark indicates a strong match. Grey ~ indicates a nominal match. Red X indicates a significant difference in preference. Aptitudes are scored on a 1-7 scale. A Green bar indicates a score greater than or equal to desired results. A Red bar indicates a lower score than desired results.