



## Instructions

In the diagram there are values associated with various work-related characteristics. The average value for professionals in Sweden is 60 for each characteristic on a scale of 10 to 110. However, the average varies for different roles.

The JobMatch Talent diagram provides a general picture of a person's working methods and how that person may be expected to perform within the various areas. It is however unrealistic to expect a result in which all values are at the high end of the scale.

In general, one can say that the higher the value of a particular characteristic, the less restrictive the person is in using this characteristic. The lower the value for a characteristic, the more restrictive and reluctant the person will be in making use of this characteristic. For a more thorough interpretation of the result you should read the Interpretation Manual and the report entitled Personal Working Style.

INSTRUCTIONS: These results show deviations from the ideal Job Profile. A "0" value indicates that the candidate match the Job-profile in that specific area. A negative indication points, to a certain extent, that the candidate does not match the job profile in that specific area. A positive indication shows, to some extent, that the candidate being overqualified or have a too strongly expressed tendency.

<b>A</b>	<b>Work Structure</b>	-15	Focus on Order	Focus on Details	Focus on Planning				
			-15	-5	-5	-15			

## Stability Patterns

<b>B</b>	<b>Inner Drive</b>	-29	Self Motivation	Optimism	Mood Stability				
			-32	0	-34	-29			
<b>C</b>	<b>Stress Index</b>	-20	Self-control/Restraint	Resilience	Concentration				
			-22	-26	0	-20			
<b>D</b>	<b>Decision Characteristics</b>	0	Deliberation	Willpower	Persistence				
			-11	10	-20				

## Action Patterns

<b>E</b>	<b>Activity</b>	0	Physical Activity	Mental Energy	Need for Speed				
			0	0	7				
<b>F</b>	<b>Drive</b>	-6	Winning Instinct	Vision	Development Motivation				
			-9	0	0				
<b>G</b>	<b>Acting</b>	-10	Sphere of Influence	Power of Initiative	Risk-taking				
			-32	0	0				

## Relationship Patterns

<b>H</b>	<b>Tolerance</b>	-14	Concurring Image	Tolerant Attitude	Trust in Others				
			0	-18	0	-14			
<b>I</b>	<b>Social Interest</b>	-14	Displayed Consideration	Diplomacy	Contact Creating				
			-4	-34	0	-14			
<b>J</b>	<b>Communication</b>	0	Impact	Communicativity	Openness				
			0	0	-12				