

Staff Project Manager Report

Personal & Confidential

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The Receiver
Your Company
P.O. Box 1234
Anycity, USA 40000-1234

Bottom-Line Recommendation

Candidate: John Smith
Position: Staff Project Management
Bottom-Line: Recommended

The validity scales from the Self-Descriptive Index indicate that Mr. Smith completed the questionnaires in an honest manner. Therefore, the profile results accurately represent his pattern of motivation and style of approaching work.

Summary of Candidate's Critical Management Skills Potential

Agreed-Upon Skills	Candidate Score
STAFF ORIENTATION	90%
PROJECT APPROACH	99%
TAKES INITIATIVE IN A BUSINESS UNIT	77%
TAKES RESPONSIBILITY FOR RESULTS AS AN ENTREPRENEURIAL MANAGER	40%
PROFIT CONSCIOUS IN A MANAGEMENT ROLE	32%
ABILITY TO LEARN THE BUSINESS	53%
DEVELOPS TECHNICAL COMPETENCE	56%
MANAGEMENT AMBITION	83%
PRACTICAL INTELLIGENCE	97%
ANALYTIC ABILITY	42%
TEACHING IN A STRUCTURED SETTING	56%

In-Depth Evaluation of Critical Staff Project Management Skills Potential



Definition: Maintains a high level of competence in an important business function as a source of information, expertise, advice, and follow-up support to influence and assist in the decisions made by line managers; senses how his area of expertise can advance the business goals of revenue and profit generation and/or cost reduction; contributes a constructive influence in the corporate organization using indirect influence skills to build consensus and persuade others to make cooperative decisions, even in the face of conflict and confrontation; seeks a course that softens the negative impact on others without being diverted.

Skill/Capability Level: Mr. Smith works best in a management role that gives him the opportunity to create a function with state-of-the-art capability to provide information and support to the managers who are responsible for running the core business processes. His style is collegial, and he works to provide his reports with the necessary resources to stay on the cutting edge. He works to promote harmony by clearly explaining the required tactics and logically providing the rationale for his team.