



***Confidential  
Succession Planning Report***

*for*

**Bob Sample**

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**Assessments USA & Canada**

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## 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.

Assessments USA & Canada has developed customized Job Match Patterns for several positions in the organization. This list shows how Bob Sample matches the Job Match Patterns for these different positions. The overall percent match reflects his Thinking Style, Occupational Interests and Behavioral Traits combined.

You should select appropriate positions from the Job Match Patterns listed here and generate reports for Bob that are specific to those positions. These reports will provide very detailed information about Bob 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. A perfect job match is 95%.

<u>Position</u>	<u>Job Match Percent</u>
LOAN OFFICER	87%
LOAN COUNSELOR	87%
FOOD SERVICE MANAGER	85%
FUNERAL DIRECTOR	84%
COMMUNITY/SOCIAL SERVICE SPECIALIST	84%
CHILD/FAMILY/SCHOOL SOCIAL WORKER	84%
TRAVEL AGENT	84%
CHILD CARE WORKER	83%
HUMAN RESOURCE MANAGER	83%
DENTAL HYGIENIST	82%
COUNSELOR	82%
SUPERVISOR, RETAIL SALES	82%
APPRAISER, REAL ESTATE	81%
ARCHITECTURAL DRAFTER	81%
RESERVATION TICKET AGENT	81%
EDITOR	80%
CREATIVE WRITER	80%
COPY WRITER	80%
BUDGET ANALYST	80%
DESKTOP PUBLISHER	79%
ADVERTISING/PROMOTIONS MANAGER	79%
FLIGHT ATTENDANT	79%
GENERAL/OPERATIONS MANAGER	79%
CUSTOMER SERVICE REPRESENTATIVE	79%
FINANCIAL EXAMINER	78%

ACCOUNTANT	78%
AUDITOR	78%
CREDIT ANALYST	78%
FINANCIAL ANALYST	78%
GOVERNMENT SERVICE EXECUTIVE	77%
CHIEF EXECUTIVE	77%
CASHIER	76%
FLORAL DESIGNER	76%
Agency Fiscal Officer	76%
AIRLINE PILOT/COPILOT/FLIGHT ENGINEER	76%
LANDSCAPE ARCHITECT	75%
CARPENTER, CONSTRUCTION	74%
ACTUARY	74%
FIRE FIGHTER	73%
FOREST FIRE FIGHTER	73%
ARCHITECT	73%
GRADER/BULLDOZER/SCRAPER OPERATOR	71%
COOK, RESTAURANT	68%
COMPUTER HARDWARE ENGINEER	68%

**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.