



Confidential
Succession Planning Report

for
Sally Sample

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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.

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

You should select appropriate positions from the Job Match Patterns listed here and generate reports for Sally that are specific to those positions. These reports will provide very detailed information about Sally 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.

<u>Position</u>	<u>Job Match Percent</u>
Human Resource Manager	75%
Financial Branch Manager	73%
Training/Organizational Development Manager	73%
Executive Vice-President	73%
Detective/Criminal Investigator	72%
Controller / Chief Financial Officer	72%
Customer Service Manager	71%
Cheif Executive	70%
Business Manager	70%
Personal Financial Advisor	67%
Computer Software Engineer, Applications	66%
Public Relations Specialist	66%
Computer Support Specialist	65%
Lawyer	65%
Network Systems/Data Communications Analyst	64%
Agricultural Engineer	64%
Database Administrator	63%
Project Managing Engineer	60%
Civil Engineer (General)	60%

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.