



# Matching Report

13.09.2022

of **John Doe**

for **Company XYZ**

CEO

## Highest Matches



Sales Competence



Leadership Competence



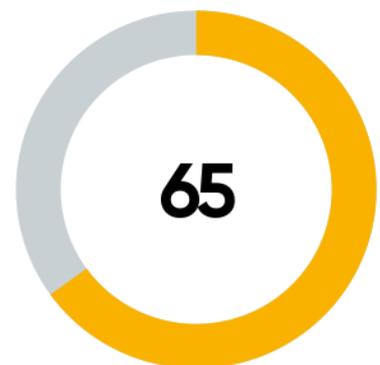
Communication Skills

## Areas for Improvement



Resilience

## Over All

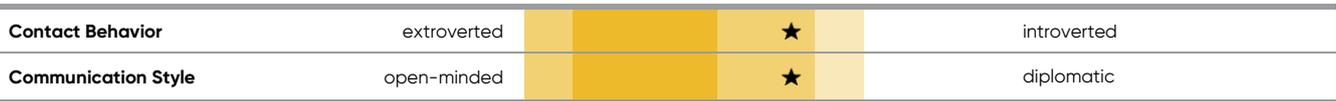


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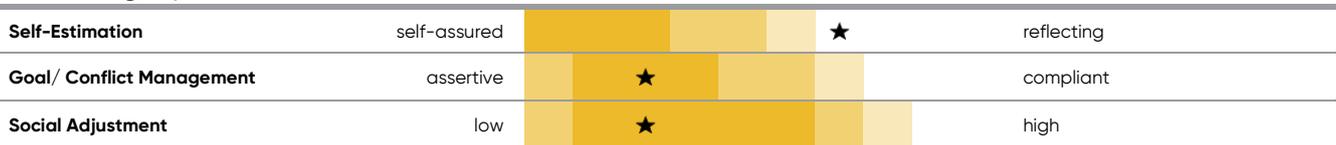
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## Communication Skills



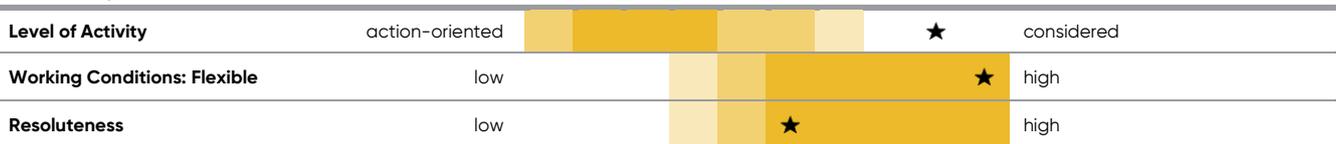
The candidate has good communication skills. He is good at making contact with others and approaching contact persons. Nevertheless, he has no problem to act in the background. Consequently, he does not always have to be the center of attention. In his way of expression he maintains a balanced communication style of openness and diplomacy. A certain personal distance and the associated separation of professional and private matters are very important to him.

## Sovereignty & Self confidence



The candidate is confident and persuasive in his demeanor. He has a secure basis about his own value and knows how to assess his abilities in a differentiated way. He is open to feedback and criticism from others, reflects on and accepts it, but on the whole does not let it unsettle him too much. In terms of his goal and conflict management, he is particularly persuasive and assertive. He knows how to represent his concerns to the outside world in a strong-willed, consistent and determined manner and to convince others of his points of view. His value for socially desirable behavior is lower. This shows that he always remains authentic and does not "bend" for others.

## Activity & Initiative



The candidate shows high drive and is good at taking the initiative. He usually thinks carefully before making decisions. He plans them particularly thoroughly and tries to take all possible facts into account. Consequently, he feels more comfortable in calm and predictable situations than in hectic ones, in which he has to make decisions under great uncertainty. Especially important for him are flexible working conditions in which variety and variability are possible. His value in terms of his personal resoluteness is at a very good level in the upper middle range.

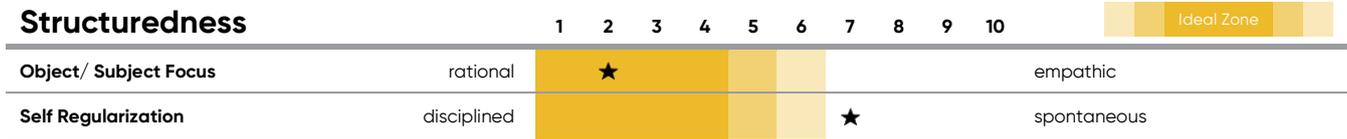


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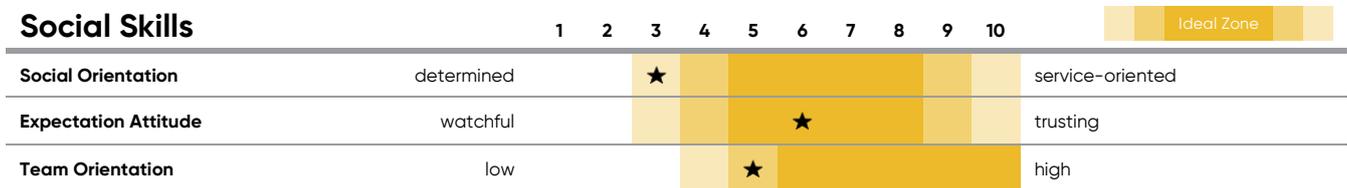
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## Structuredness



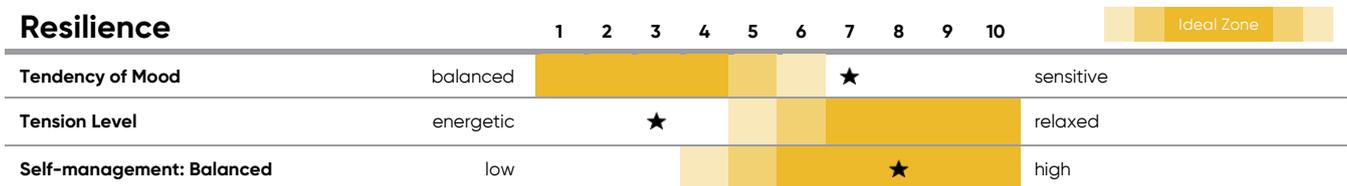
The candidate acts with an average structured approach. In his thoughts and actions, he is guided by rational aspects and factual approaches. Figures, data and facts thus form the basis for his decisions. In addition, he has high performance expectations of himself and others and is also careful to remain objective and sober in conflict situations. He appreciates a certain degree of systematics and order, although he also knows how to act more flexibly and spontaneously from time to time.

## Social Skills



The candidate can score with good social skills. He is able to distinguish himself well socially while still maintaining a certain distance in order to ensure that his own interests and goals are not neglected. He emphasizes personal responsibility and can therefore also be perceived as somewhat "tough" at times. With regard to his expectations, he meets the environment with a fundamentally optimistic, tolerant and trusting attitude, although he is careful not to be deceived. His value for teamwork and cooperation lies in the medium range.

## Resilience



The candidate's personal resilience is average. With regard to his mood, he generally knows how to remain calm, although in stressful situations he can become somewhat more emotional or show his perceived stress to the outside world. He has a very high level of tension - in the sense of an "inner drive". Although this makes him appear very energetic, it is consequently also more difficult for him to "switch off" completely and let go. Although he is able to maintain a very good work-life balance in dealing with himself, it is also evident in his self-management that he sometimes omits to question his own performance limits and personal requirements.

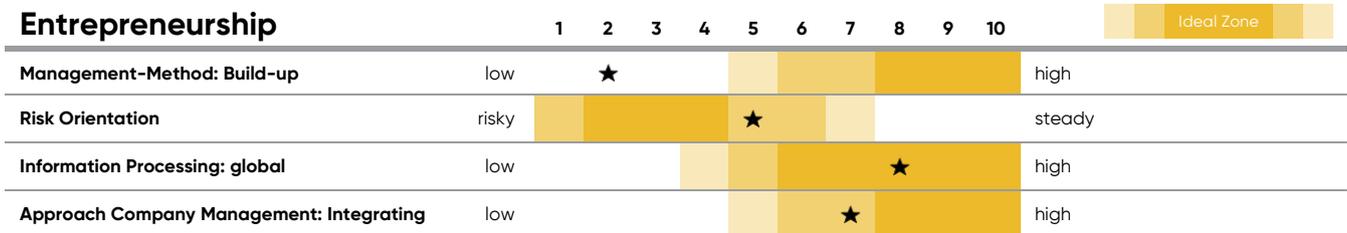


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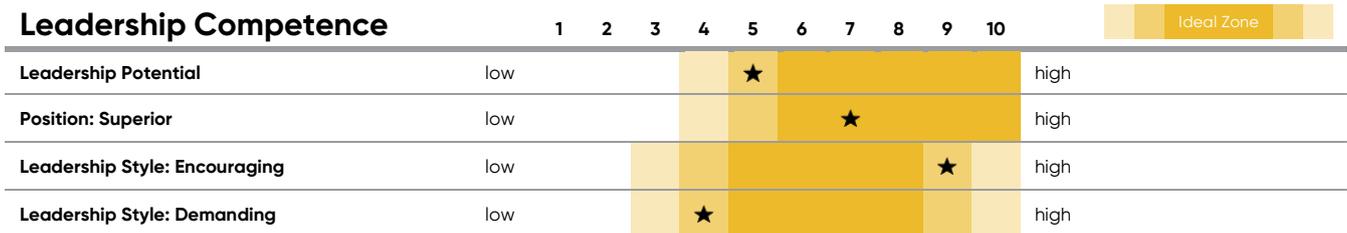
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### Entrepreneurship



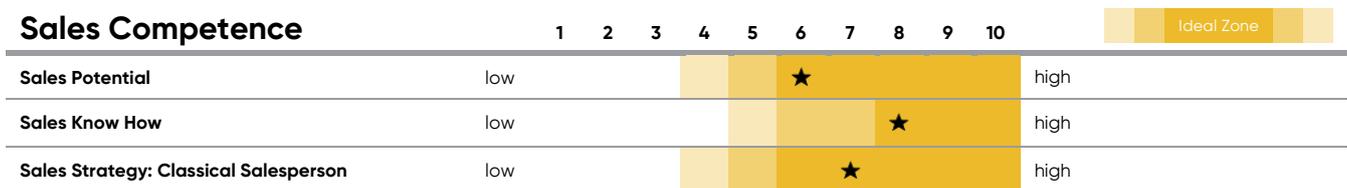
The candidate has a well-developed entrepreneurial thinking ability. As a manager, he strategically considers, according to the situation, a method to retain or modify the existing system. In doing so, both cost awareness and ensuring continuity are fundamentally important to him. He is characterized by a particularly well-balanced willingness to take risks. On the one hand, he is open to innovations and enjoys trying out new things, ways or methods, but on the other hand, he also knows how to weigh up risks accordingly and avoid unnecessary ventures in case of doubt. As regards to his preferred information processing, he shows a markedly high interest in focusing on the overview and the essentials. He is excellent at making connections and grasping the essence of things. In his appearance at the corporate level, he knows how to proceed partly integratively and network-promoting, and partly autonomously and directive. On the one hand, he coordinates his actions with his environment, but on the other hand, he also knows how to make important decisions on his own.

### Leadership Competence



The candidate has good prerequisites for a leadership position. His personal leadership potential is in the solid average range. The candidate has a high level of interest in an executive function with management and organizational tasks and the possibility of exerting influence. His leadership style is characterized by a mixture of supportive and somewhat distant behavior. He motivates his team and tries to support them, but also gives them a lot of freedom and space.

### Sales Competence



The candidate can convince with exceptionally high sales competence. He has a well-developed personal sales potential. The candidate scores with excellent strategic sales know-how. However, he can still improve somewhat in the finer points. The candidate uses different strategic approaches in sales and thus acts with a situation-adapted sales strategy. In doing so, he focuses on both the customer and the product. Equipped with the necessary detailed knowledge he responds extensively to the customer's concerns. Nevertheless, he does not lose sight of the sales closing and pursues this with the necessary persistence, if necessary.

