



# Performance Model Report

One position

PERFORMANCE MODEL  
DEFINITIONS  
IDEAL CANDIDATE



PROVIDED BY

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# INTRODUCTION

This report presents the Performance Model for **Machinist** by indicating the desired range of scores on a variety of scales. The ideal candidate would score within each of the highlighted ranges. Further, this report will provide insight into the meaning of each scale and will help you understand the ideal employee for the role.

## What's in this report?

<p><b>PERFORMANCE MODEL</b> Range of scores typical for success in the position</p>	<p><b>DEFINITIONS</b> Each of the styles and traits will be defined</p>	<p><b>IDEAL CANDIDATE</b> A statement describing the ideal candidate for this position will appear for each style and trait</p>
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## What is a Performance Model?

The Performance Model is a tool used to determine the fit between a candidate and a given position. The Model takes into account the abilities and perspectives that correspond to a good job fit and provides the ranges of various measures that are predictive of success in the position. An individual's assessment results can then be compared to the Model to gauge the fit between the person and the position.

The Model consists of a range of scores for the Thinking Style and Behavioral Traits scales where most of the successful performers in this position tend to fall. The farther outside this range (Performance Model) an individual's scores fall, the less likely the individual will fit the role.

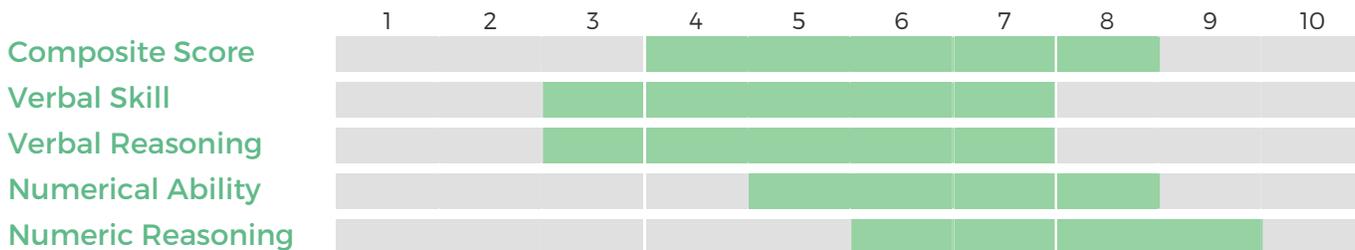
Interests for the Performance Model are based on the interests identified by those most successful in the position. The greater the degree of alignment between the individual's top three interests and the top three in the Performance Model, the more likely he or she is to find the job activities motivating and enjoyable, which could potentially keep him or her more engaged in the position.

# Performance Model

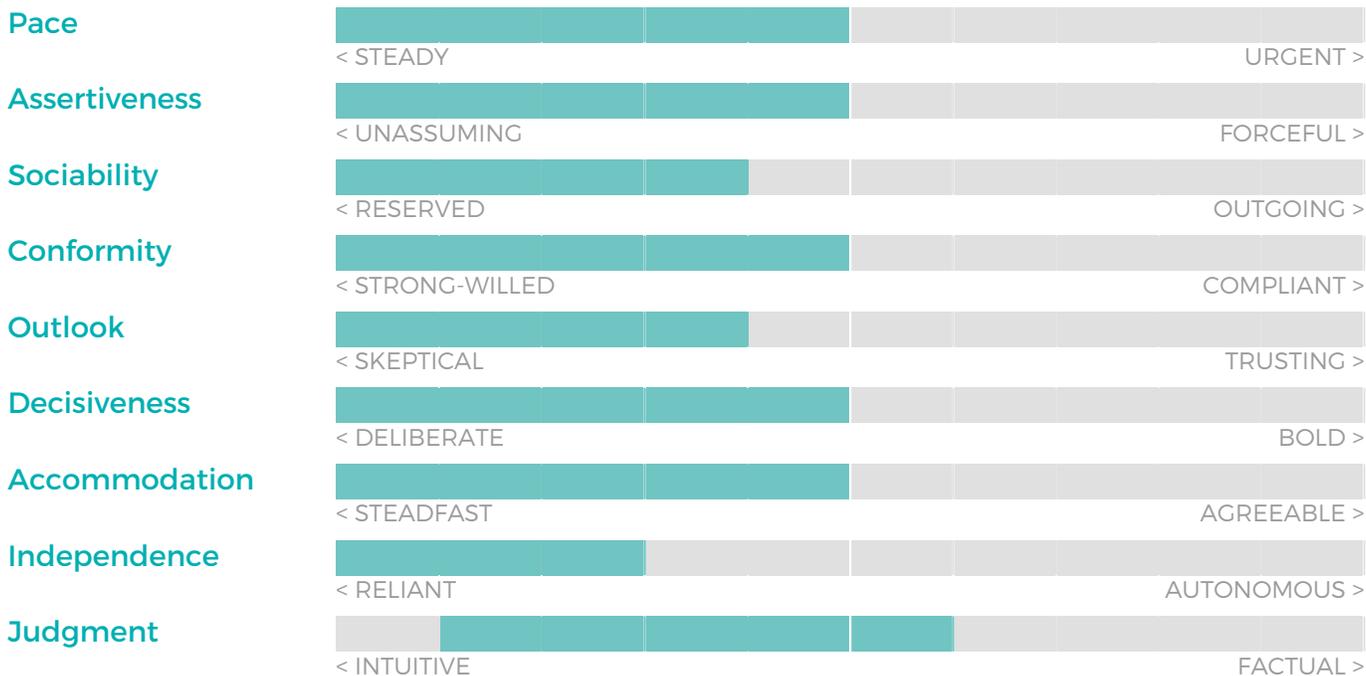
## For Machinist

The highlighted ranges represent the Machinist Performance Model.

### THINKING STYLE



### BEHAVIORAL TRAITS



### TOP INTERESTS

1-MECHANICAL      2-CREATIVE      3-TECHNICAL

# Performance Model

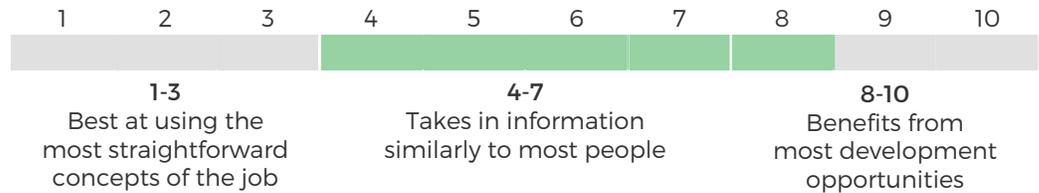
## For Machinist

### THINKING STYLE

A primary resource for learning is the ability to process information from one's environment. In most training situations, this information is in the form of either words or numbers. Each of the following scales measures an aspect of understanding words or numbers and using each as part of the reasoning process. They form the foundation for problem solving, communication, interaction, and learning skills used on the job.

#### Composite Score

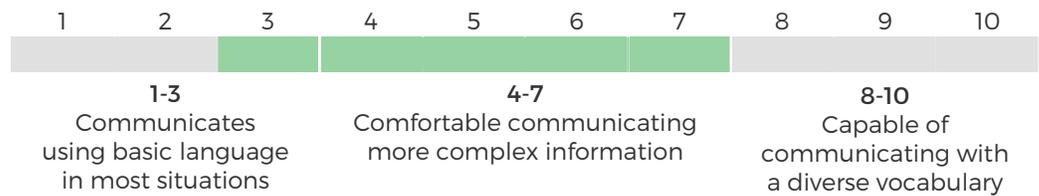
A reflection of overall learning, reasoning, and problem-solving potential



**Ideal Candidate:** Assimilates information with minimal confusion and can handle more complex information processing.

#### Verbal Skill

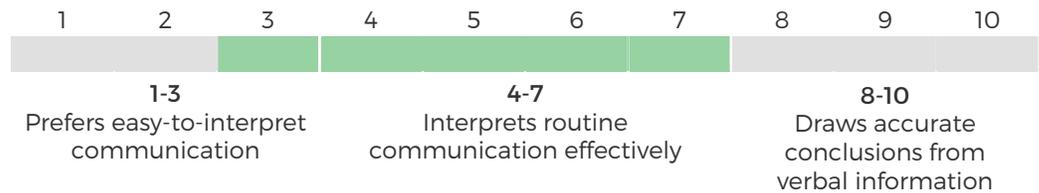
A measure of vocabulary



**Ideal Candidate:** Can process moderately complex language and has a vocabulary in the average range.

#### Verbal Reasoning

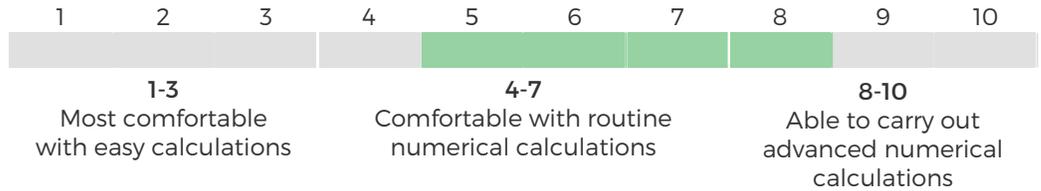
Using words for reasoning and problem solving



**Ideal Candidate:** Capable of analyzing and understanding moderately complex communication.

### Numerical Ability

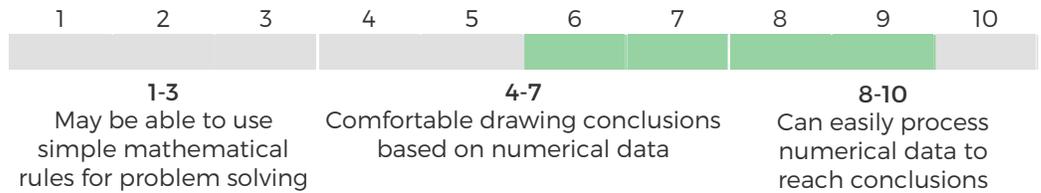
A measure of numerical calculation ability



**Ideal Candidate:** Proficient with basic numerical equations and is fairly comfortable with complex calculations.

### Numeric Reasoning

Using numbers as a basis in reasoning and problem solving



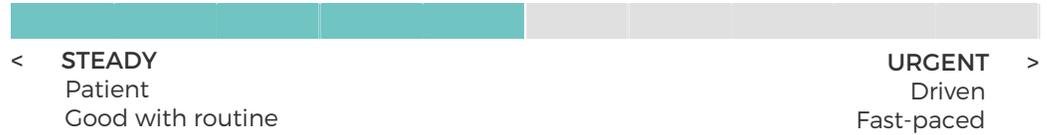
**Ideal Candidate:** Very capable of analyzing even the most complex numerical data and arriving at accurate and sophisticated conclusions as a result.

## BEHAVIORAL TRAITS

Behavioral Traits help define who we are by influencing our behaviors. As our strengths and the combinations of our behavioral traits vary, so do our behaviors. The following are some of the traits that have been shown to be important in work settings.

### Pace

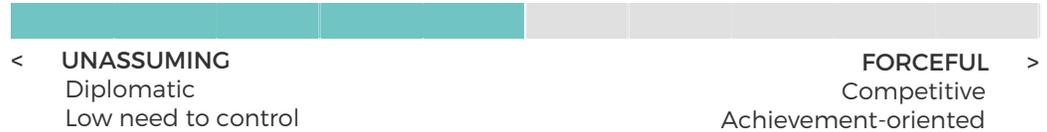
Overall rate of task completion



**Ideal Candidate:** Most effective in a low-pressure atmosphere with the opportunity to work steadily on tasks.

### Assertiveness

Expression of opinions and need for control



**Ideal Candidate:** Little need to have influence over others and, instead, is content to follow direction in an amicable environment.

### Sociability

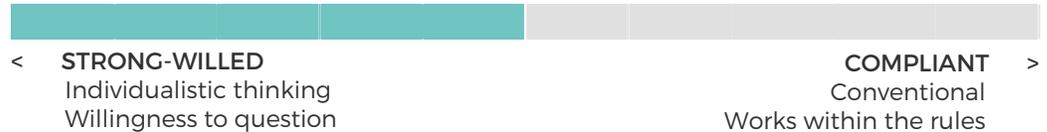
Desire for interaction with others



**Ideal Candidate:** Very comfortable working alone and seldom feels the need to collaborate.

### Conformity

Attitude on policies and supervision



**Ideal Candidate:** Functions best without direct supervision and when allowed to have control over his or her activities.

**Outlook**

Anticipation of outcomes and motives



< **SKEPTICAL**  
Seeks evidence  
Cautious

**TRUSTING** >  
Optimistic  
Accepting

**Ideal Candidate:** Tends to be vigilant and on the lookout for potential problems.

**Decisiveness**

Use of speed and caution to make decisions



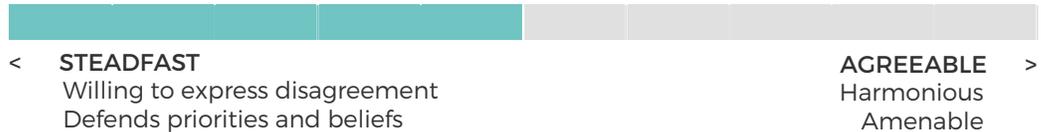
< **DELIBERATE**  
Analyzes options  
Moves methodically

**BOLD** >  
Accepts risk  
Moves quickly

**Ideal Candidate:** Carefully considers and analyzes situations to make informed decisions.

**Accommodation**

Inclination to tend to others' needs and ideas



< **STEADFAST**  
Willing to express disagreement  
Defends priorities and beliefs

**AGREEABLE** >  
Harmonious  
Amenable

**Ideal Candidate:** Works best when encouraged to persistently pursue objectives and freely defend opinions.

**Independence**

Level of preference for instruction and guidance



< **RELIANT**  
May seek support  
Accepts instruction

**AUTONOMOUS** >  
Slow to seek guidance  
Likes to set own direction

**Ideal Candidate:** Works best with a lot of direction and has little need for independent action.

**Judgment**

Basis for forming opinions and making decisions



< **INTUITIVE**  
May follow a hunch  
Considers emotions

**FACTUAL** >  
Logical  
Focuses on facts

**Ideal Candidate:** Uses judgment that balances common sense and practical experience.

## INTERESTS

The Interests section may indicate an individual's motivation and potential satisfaction with various positions. The top three interests for this model, based on the interests of people who have been most successful in this position, are listed below in descending order.

### 1 - MECHANICAL

A Mechanical interest suggests the enjoyment of building and repairing things and working with machinery or tools. Individuals with this interest may like tasks that involve using their hands, being outdoors, and/or breaking a sweat.

### 2 - CREATIVE

A Creative interest suggests the enjoyment of imaginative and artistic activities. It often involves personal expression, emphasis on aesthetics, and novel ways of solving problems, producing ideas, and designing new things.

### 3 - TECHNICAL

A Technical interest suggests the enjoyment of learning technical material, interpreting complex information, and solving abstract problems. Individuals with this interest may enjoy working with numbers, data, and/or computer programs.

**Ideal Candidate:** Motivated by opportunities to develop innovative solutions, especially if applied in a practical way. This individual is an analytical person who enjoys anything that has to do with technical information, research, or relatively scientific work.