

i-Match Interpretation Guide

Assessment	Assessment Name	Numeric Results & Interpretation			
P	Performance	53-88	Recommend Hire	48-52	Caution
R	Retention	27-43	Recommend Hire	23-26	Caution
CS	Customer Service	65-85	Recommend Hire	58-64	Caution
S	Sales	103-137	Recommend Hire	93-102	Caution
WC	Work Culture	0	Best possible match		
K	Knowledge	0	Best possible match		
S	Skills	0	Best possible match		
A	Abilities	0	Best possible match		
WA	Work Activities	0	Best possible match		
WE	Work Environment	0	Best possible match		
WS	Work Styles	0	Best possible match		

J = Job Evaluator's Response *J = Assessment was not completed for the job
 A = Applicant's Response *A = Assessment was not completed for the applicant
 *AJ = Assessment was not completed by the job or applicant
 Index = the difference between the individual's preference and the job evaluator's level of requirement. (Importance is also included in WC, K, S, A, WA)
 0 is the best possible match for that assessment.

For more information, please visit www.match2jobs.com or email reports@match2jobs.com

Comparison of Individual to Job

Work Culture

The Gap Analysis below shows the statements that are "Required by the Job" and those that are "Not Required by the Job." Both the applicant and the job rated the level of the preference/requirement for each statement on a scale that included 3 levels: Strongly, Somewhat and Slightly preferred/required. In addition, the job used a 4-point scale (1=low to 4=high) to show the importance of the required statement. The Index is a factor of the difference between the individual's preferences and the job's level of requirement and importance.

Required by Job	Key	Index	Not Required by Job
work on the same types of activities each day	J00.0.00A-4	24	work on different types of activities each day

In the above example, the Key value shows that the job (J) "Strongly" requires the individual to "work on the same types of activities each day" and the applicant (A) "Strongly" prefers to "work on different types of activities each day". The job requirement has an importance rating of 4, meaning this requirement is extremely important for the job. These factors have generated an Index of 24. The index for each statement is summed to find the total or Gap Index for this job and applicant. A perfectly compatible applicant would have a Gap Index of zero. This would represent the point where the rating for the job and the applicant are the same.

Knowledge, Skills, Abilities or Work Activities

The Gap Analysis below shows the statements that are required by the job. Each requirement was rated on a 7-point proficiency scale (1=low and 7=high) and a 4-point importance scale (1=low and 4=high). Each individual rated his/her proficiency (1=low and 7=high). The Index is a factor of the difference between the individual's proficiency and job's requirement.

Job Knowledge Requirement	Key	Index
Production and Processing - Knowledge of raw materials, production processes, quality control, costs, and other techniques for maximizing the effective manufacture and distribution of goods.	0000JoA-3	6

In the above example, the Key value shows that the job (J) requires the individual to have a fairly high level of knowledge in the area of production and processing and the applicant (A) surpasses this requirement. The job requirement has an importance rating of 3, meaning this requirement is very important for the job. These factors have generated an Index of 6 (applicant is overqualified). The index for each statement is summed to find the total or Gap Index for this job and applicant. A perfectly compatible applicant would have a Gap Index of zero. This would represent the point where the rating for the job and the applicant are the same.

Work Environment or Work Styles

The Gap Analysis below shows the statements that are required by the job. Each requirement was rated on a 5-point frequency scale (1=low and 5=high). Each individual rated his/her preferred frequency (1=low and 5=high). The Index is a factor of the difference between the individual's preferred frequency and job's required frequency.

Job Work Environment Requirement	Key	Index
How often is dealing with violent or physically aggressive people a part of your current job? - Never	J00A0	6

In the above example, the Key value shows that the job (J) requires never the individual to "deal with violent or physically aggressive people." The applicant (A) is willing to "deal with violent or physically aggressive people" once a week. These factors have generated an Index of 6 (applicant is overqualified). The index for each statement is summed to find the total or Gap Index for this job and applicant. A perfectly compatible applicant would have a Gap Index of zero. This would represent the point where the rating for the job and the applicant are the same.

Comparison of Applicants to Job

Summary

The list below shows the candidates (A0011 and A0012) compared to a job. Each letter character stands for one of the assessment: P=Performance, R=Retention, CS=Customer Service, S=Sales, WC=Work Culture, K=Knowledge, S=Skills, A=Abilities, WA=Work Activities, WE=Work Environment and WS=Work Styles.

	ID	Name	P	R	CS	S	WC	K	S	A	WA	WE	WS
1	A0011	Brown, Robin	54	26	73	109	310	61	75	100	136	94	23
2	A0012	Seidelmann, Cindy	61	25	68	60	378	101	149	79	154	43	26

It appears that applicant A0011 would be better match in the areas of (S) Sales, (WC) Work Culture, (K) Knowledge, (S) Skills, (WA) Work Activities. It appears that applicant A0012 would be a better match in the areas of (A) Abilities and (WE) Work Environment. It appears as if the two applicants are closely matched in the areas of (P) Performance, (R) Retention, (CS) Customer Service and (WS) Work Styles. Based on this information, it appears that candidate A0011 may be better suited for the job, but A0012 may be closely suited too. For more details please refer to the detail applicant/ job match reports

Work Culture, Knowledge, Skills, Abilities or Work Activities

The list below shows the applicants and their Gap Index. The Gap Index was created by comparing the requirements of the job to the preferences of the applicant.

	ID	Name	Index	Index Profile (A Lower Index is Better)
1	A0001	Roberts, Demry	132	
2	A0015	Finklestein, Larry	255	

In the above example, the candidate (A0001) at the top of the list will generally be preferable to the second candidate (A0015). It is important to understand that there may be little difference between candidates whose scores differ by only a few points. A perfectly compatible applicant would have a Gap Index of zero. If the applicant did not complete the assessment, an *A will appear in place of an index.

Work Environment or Work Styles

The list below shows the applicants and their Gap Index. The Gap Index was created by comparing the requirements of the job to the preferences of the applicant.

	ID	Name	Index	Index Profile (A Lower Index is Better)
1	A0015	Finklestein, Larry	5	
2	A0020	Stintsman, Bonnie	11	

In the above example, the candidate (A0015) at the top of the list may be preferable to the second candidate (A0020). It is important to understand that there may be little difference between candidates whose scores differ by only a few points. A perfectly compatible applicant would have a Gap Index of zero. If the applicant did not complete the assessment, an *A will appear in place of an index.

Comparison of Jobs to Applicant

Summary

The list below shows the jobs (J0001 and J0006) compared to an applicant. Each letter character stands for one of the assessment: WC=Work Culture, K=Knowledge, S=Skills, A=Abilities, WA=Work Activities, WE=Work Environment and WS=Work Styles. (Note, P=Performance, R=Retention, CS=Customer Service, S=Sales are not included in this list.

	ID	Job	WC	K	S	A	WA	WE	WS
1	J0001	In House Attorney	379	26	67	82	157	62	18
2	J0006	Storage Sales Representative	245	34	80	95	104	56	12

It appears that job J0006 would be better match in the area of (WC) Work Culture and (WA) Work Activities. It appears as if the two jobs are closely matched in the areas of (K) Knowledge, (S) Skills, (A) Activities, (WE) Work Environment and (WS) Work Styles. Based on this information, it appears that job J0006 may be a slightly better match than J0001, but J0001 may be closely suited too. For more details please refer to the detail applicant/ job match reports

Work Culture, Knowledge, Skills, Abilities or Work Activities

The list below shows the jobs and their Gap Index. The Gap Index was created by comparing the requirements of the job to the preferences of the applicant.

	ID	Available Job	Index	Index Profile (A Lower Index is Better)
1	J0018	General and Operations Managers	13	
2	J0006	Storage Sales Representative	245	

In the above example, the job (J0018) at the top of the list will generally be preferable to the second job (J0006). It is important to understand that there may be little difference between jobs whose scores differ by only a few points. A perfectly compatible job would have a Gap Index of zero. If the assessment was not completed for the job, a *J will appear in place of an index.

Work Environment or Work Styles

The list below shows the jobs and their Gap Index. The Gap Index was created by comparing the requirements of the job to the applicant.

	ID	Available Job	Index	Index Profile (A Lower Index is Better)
1	J0018	General and Operations Managers	40	
2	J0003	Entrepreneure	50	

In the above example, the job (J0018) at the top of the list may be preferable to the second job (J0003). It is important to understand that there may be little difference between jobs whose scores differ by only a few points. A perfectly compatible job would have a Gap Index of zero. If the assessment was not completed for the job, a *J will appear in place of an index.