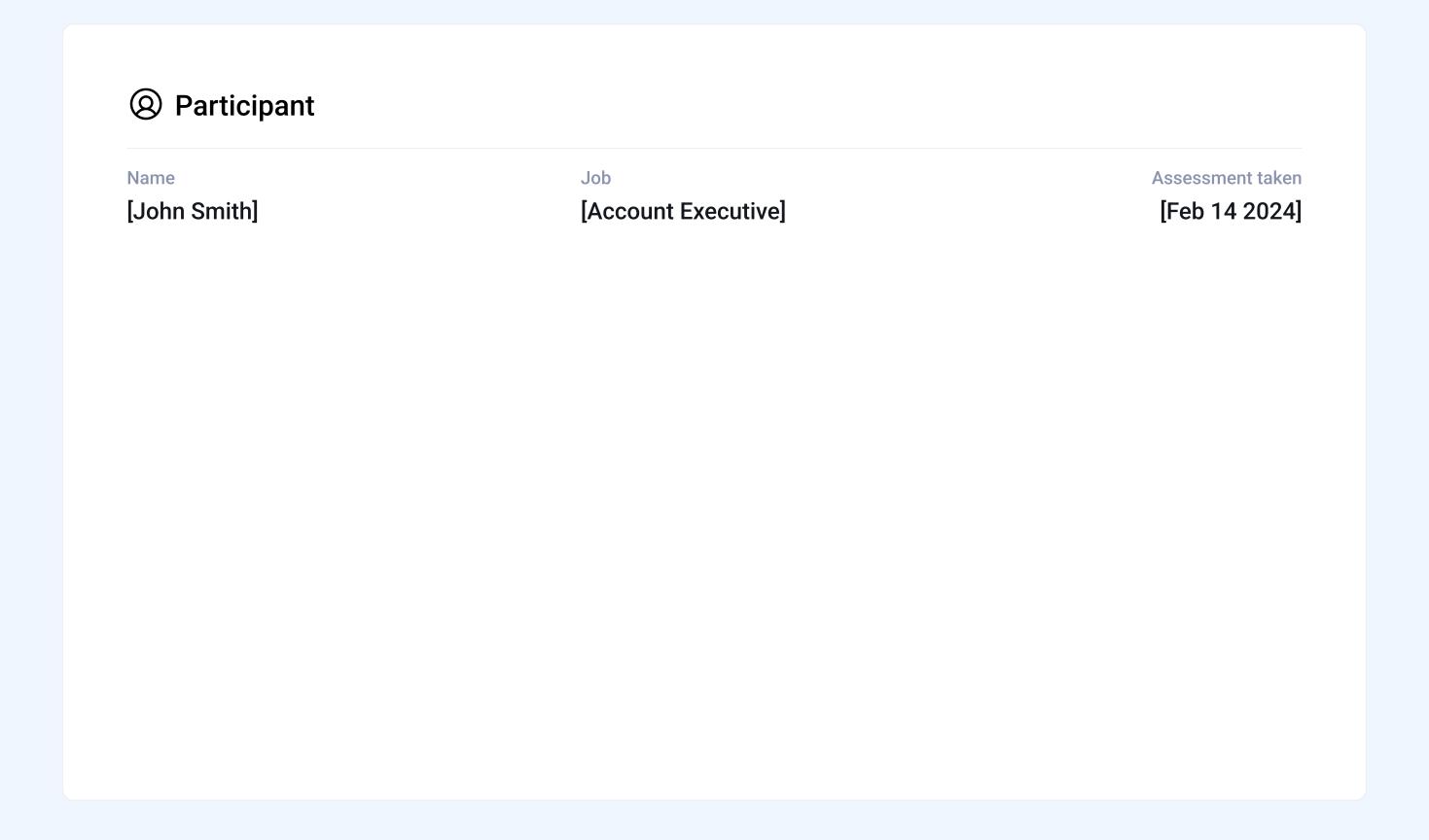
# Individual Report

Predictive Talent Assessment results for [company name], providing feedback to candidates and employees.





# Overview of your assessment report

Part 1: Motivational Analysis Profile (MAP)

### **Motivations**

The Motivational Analysis Profile assesses 10 motivations, across three categories, that are most likely to influence an individual's behavior. Together, they represent the range of conditions necessary for someone to feel satisfied. There is no right or wrong score: the further a score deviates from the center of the scale, the more likely an individual is to demonstrate the indicated behavior.

| Task motivations         | How you are motivated to approach or accomplish everyday tasks   |
|--------------------------|--|
| Relationship motivations | How you typically prefer to interact with others   |
| 🔐 Influence motivations  | How you most often prefer to motivate others to approach tasks that you cannot or prefer not to accomplish by yourself |

### How to interpret these results

Left Neutral Right

#### **Suppressed motives**

Motives you tend to control or repress. Scores on the left represent needs that you have learned to avoid and might sometimes be difficult to recognize.

#### **Neutral**

Scores closest to the center are most "average" in our society.

#### **Concious motives**

Motives of which you are aware. Scores on the right represent conscious needs.

Part 2: Self Descriptive Index (SDI)

### **Habits**

The Self Descriptive Index assesses 12 personal habits that are common in a work setting. The scores represent the frequency or degree with which a person practices each habit. There is no right or wrong score, but a person will likely be most comfortable and productive in situations that support or require their preferred approach. If an individual is asked to work in a manner that is at the opposite end from their score, they may feel uncomfortable as they will need to stifle their natural tendencies.

### How to interpret these results

Left Situational Right

### Avoid habit or practice the opposite

Your preferred approach is to avoid that habit or practice the opposite type of behavior.

#### Situational

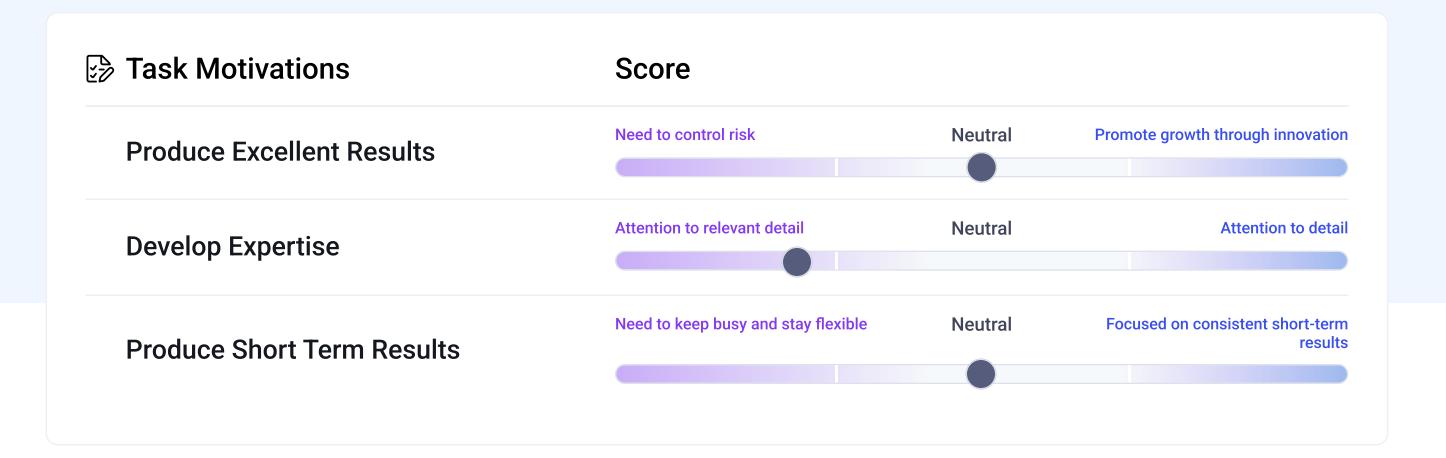
You are likely to adjust how much you practice the behavior based on the situation.

#### Practice the habit often

Your preferred approach can be to practice the habit often.

### **Motivations**

The Motivational Analysis Profile measures 10 motivations, across three categories, that are most likely to influence an individual's behavior. There is no correct way to be as the rankings represent the extent of opportunities required for someone to feel satisfied. There is no right or wrong score: the further a score deviates from the center of the scale, the more likely an individual is to demonstrate the indicated behavior.



| □ Relationship Motivations | Score   |         |  |
|----------------------------|---|---------|--|
| Avoid Personal Rejection   | Need to control emotional involvemet                | Neutral | Demonstrate loyalty and commitment           |
| Meet Interesting People    | Need to find a practical use for social interaction | Neutral | Need to seek new interpersonal opportunities |
| Avoid Offending Others     | Need to soften tough issues                         | Neutral | Awareness of impact on others                |

| Influence Motivations | Score                          |         |   |
|-----------------------|--------------------------------|---------|---|
| Influence Others      | Need to assert own decisions   | Neutral | Consensus building approach to influencing others |
| Advise Others         | Selectively advise others      | Neutral | Provide proactive assistance/suppor               |
| Get Recognition       | Need to avoid self-promotion   | Neutral | Seek recognition as a professiona                 |
| Be visible            | Need to minimize confrontation | Neutral | Need to maintain a high profile                   |

Part 1: MAP Participant: [John Smith]

### Task Motivations (1/3)

#### Produce excellent results

The drive to reach new levels of achievement in building systems that produce tangible outputs thrive on challenge to improve results

# Need to keep busy but stay flexible

### Focus on incremental improvements to output or profitability

- · Prefer to anticipate and remove obstacles before starting
- Resourceful within the confines of existing methods or procedures
- Uncomfortable risking what is 'good enough' to pursue a new idea that could fail
- Minimize and control risk in order to optimize efficiency
- Refine and maintain established systems at an effective level
- Strive for stability and focused on results

#### **Neutral**

# Focused on consistent short-term results

- Like unique, new and different solutions, especially if seen as a breakthrough
- Justify a growth-oriented approach in terms of future potential
- Embrace innovation and creativity in exploring new business functions or capacities
- Adopt the role of visionary and see the opportunities to be gained rather than the potential for loss
- Welcome the challenge of trying or creating a new or different approach to your objectives
- Eager to field-test a new solution or method by trial and error, making adjustments as necessary, and getting momentum started while the idea or technology is still fresh and exciting

Part 1: MAP Participant: [John Smith]

### Relationship Motivations (1/3)

### **Meet Interesting People**

The drive to meet, interact with, and understand successful, unique, or accomplished people

### Need to find a practical use for social interaction

- Focus on incremental improvements to output or profitability
- · Prefer to anticipate and remove obstacles before starting
- Resourceful within the confines of existing methods or procedures
- Uncomfortable risking what is 'good enough' to pursue a new idea that could fail
- Minimize and control risk in order to optimize efficiency
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- Strive for stability and focused on results

#### Neutral

# Need to seek new interpersonal opportunities

- Like unique, new and different solutions, especially if seen as a breakthrough
- Justify a growth-oriented approach in terms of future potential
- Embrace innovation and creativity in exploring new business functions or capacities
- Adopt the role of visionary and see the opportunities to be gained rather than the potential for loss
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Part 1: MAP Participant: [John Smith]

### **⇔** Influence Motivations (3/4)

### **Get Recognition**

The drive to earn and receive the perks of success; the need to be seen as successful as a consequence of producing significant results

### Need to avoid self-promotion

### Focus on incremental improvements to output or profitability

- · Prefer to anticipate and remove obstacles before starting
- Resourceful within the confines of existing methods or procedures
- Uncomfortable risking what is 'good enough' to pursue a new idea that could fail
- Minimize and control risk in order to optimize efficiency
- Refine and maintain established systems at an effective level
- Strive for stability and focused on results

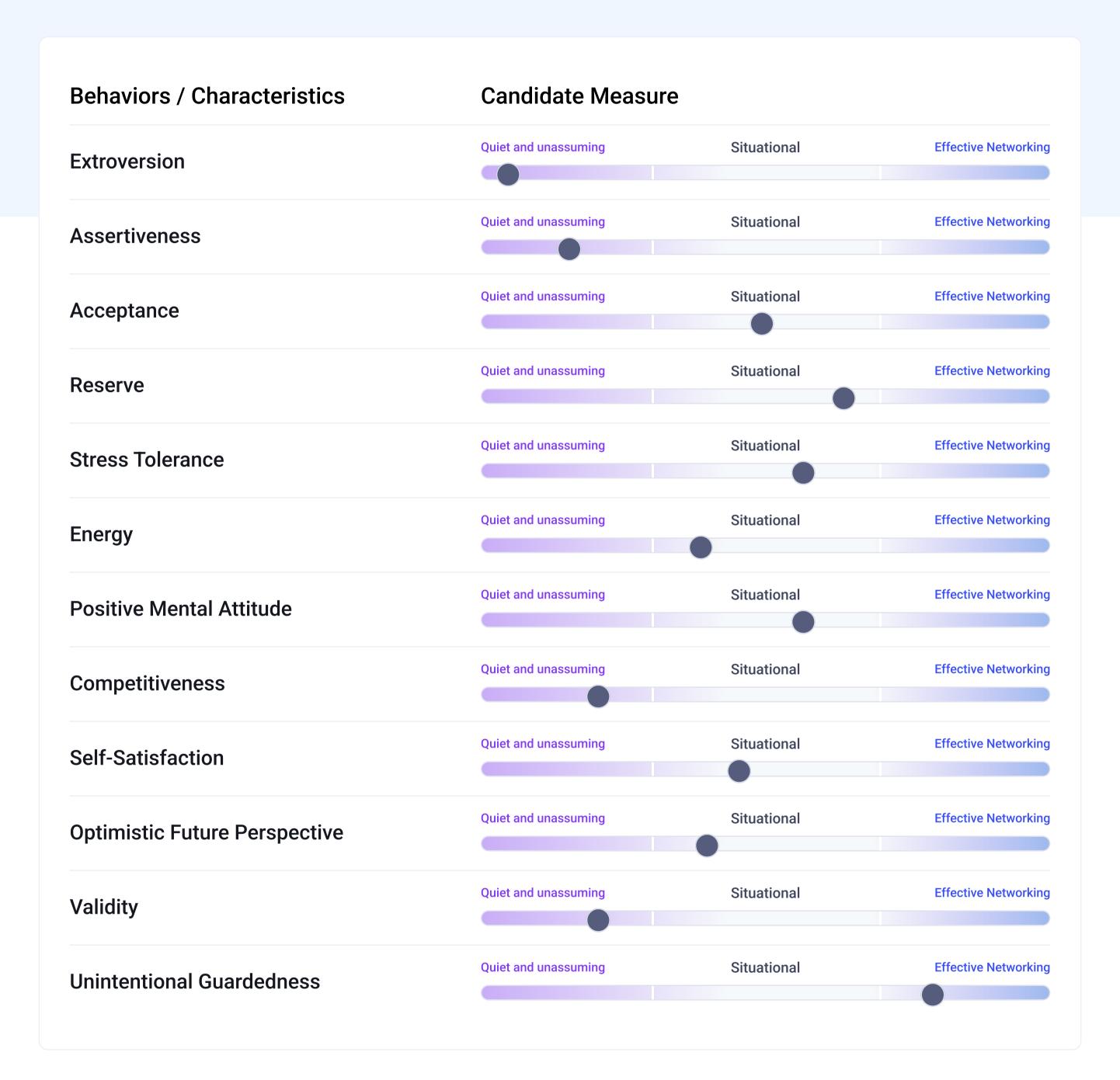
### Neutral

### Seek recognition as a professional

- Like unique, new and different solutions, especially if seen as a breakthrough
- Justify a growth-oriented approach in terms of future potential
- Embrace innovation and creativity in exploring new business functions or capacities
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### **Habits**

The Self Descriptive Index measures 12 different personal habits that are frequently applicable to a work situation. The score represents the frequency or degree with which someone practices the habit in question. There is no correct way to be, but someone will be most comfortable and productive in situations that support or require their preferred approach. If an individual is asked to work in a manner that falls at the opposite end of the spectrum from where they score, they may feel uncomfortable as they will need to stifle a natural tendency that works well for them in most situations.



### **Behaviors / Characteristics (1/12)**

#### **Extroversion**

The habit of expressing oneself actively in an outgoing and enthusiastic manner

#### Need to asert own decisions

### Focus on incremental improvements to output or profitability

- · Prefer to anticipate and remove obstacles before starting
- Resourceful within the confines of existing methods or procedures
- Uncomfortable risking what is 'good enough' to pursue a new idea that could fail
- Minimize and control risk in order to optimize efficiency
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- Strive for stability and focused on results

### Neutral

# Consensus building approach to influencing others

- Like unique, new and different solutions, especially if seen as a breakthrough
- Justify a growth-oriented approach in terms of future potential
- Embrace innovation and creativity in exploring new business functions or capacities
- Adopt the role of visionary and see the opportunities to be gained rather than the potential for loss
- Welcome the challenge of trying or creating a new or different approach to your objectives
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#### **About the Predictive Talent Assessment**

Spark Hire's Predictive Talent Assessment predicts a candidate's capacity to succeed in a specific role. Backed by more than 50 years of research and hundreds of validation studies, it proves insights into a candidate's strengths and areas of development.

### **About Spark Hire**

Spark Hire's hiring software drives a collective, people-driven approach to hiring, helping overburdened teams drive the connections that lead to successful hires.

Evaluate potential candidates beyond their resumes, while workflows and task automation keeps hiring teams aligned and on track. Spark Hire empowers you to manage every aspect of hiring and leave a positive impact on both candidates and hiring managers.

Our solutions include Spark Hire Recruit (applicant tracking system) and Spark Hire Meet (Predictive Talent Assessment, reference checks, and video interviews.)

Tailor Spark Hire to your needs by using Spark Hire Meet on its own or choose Spark Hire Recruit for the ultimate hiring experience. All Recruit plans include our video interviewing and assessment solutions.

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