

Job Comparison Worksheet



Job Rank	Product Development Engineer	Employee A Rank (Score)	Employee A Match	Employee B (Score)	Employee B Match	National Individual Rank (score)
Attributes						
Very	DECISION MAKING	12 (77)		17 (82)		14 (74)
Very	INFLUENCING OTHERS	17 (73)		1 (88)	<---- Good	6 (77)
Very	INTERPERSONAL SKILLS	9 (81)		5 (86)	<---- Good	2 (79)
Very	OBJECTIVE LISTENING	5 (83)		21 (79)		6 (77)
Very	PERSONAL ACCOUNTABILITY	18 (71)		15 (83)		21 (72)
Very	PLANNING AND ORGANIZATION	2 (86)	<---- Good	12 (84)		6 (77)
Very	PROBLEM SOLVING	10 (79)		5 (86)	<---- Good	12 (75)
Very	RESULTS ORIENTATION	5 (83)		12 (84)		19 (73)
Imp	CONCEPTUAL THINKING	1 (87)	<---- Good	20 (80)	<---- Good	19 (73)
Imp	CONFLICT MANAGEMENT	7 (82)	<---- Good	12 (84)	<---- Good	5 (78)
Imp	CONTINUOUS LEARNING	18 (71)		8 (85)	<---- Good	14 (74)
Imp	CUSTOMER FOCUS	7 (82)	<---- Good	17 (82)	<---- Good	2 (79)
Imp	DIPLOMACY AND TACT	12 (77)	<---- Good	15 (83)	<---- Good	10 (76)
Imp	EMPATHETIC OUTLOOK	4 (84)	<---- Good	5 (86)	<---- Good	1 (81)
Imp	FLEXIBILITY	3 (85)	<---- Good	3 (87)	<---- Good	10 (76)
Imp	GOAL ACHIEVEMENT	12 (77)	<---- Good	8 (85)	<---- Good	14 (74)
Imp	LEADING OTHERS	11 (78)	<---- Good	19 (81)	<---- Good	2 (79)
Imp	RESILIENCY	21 (65)		8 (85)	<---- Good	21 (72)
Imp	SELF MANAGEMENT	18 (71)		3 (87)	<---- Good	14 (74)
Imp	SELF STARTING	23 (56)	<--- Concern	21 (79)	<---- Good	23 (69)
Some	ACCOUNTABILITY FOR OTHERS	22 (59)		8 (85)	<---- Good	12 (75)
Some	DEVELOPING OTHERS	16 (75)	<---- Good	23 (77)	<---- Good	14 (74)
Some	TEAMWORK	15 (76)	<---- Good	1 (88)	<---- Good	6 (77)
Dimensional Balance						
n/a	EMPATHETIC OUTLOOK	84 (-)		86 (-)		80.5
n/a	PRACTICAL THINKING	92 (0)		92 (0)		79.6
n/a	SYSTEMS JUDGMENT	92 (+)		82 (+)		77.6
n/a	SENSE OF SELF	66 (-)		92 (-)		71.9
n/a	ROLE AWARENESS	58 (-)		90 (+)		71
n/a	SELF DIRECTION	64 (+)		78 (0)		68.4
	RELIABILITY	0.96-0.77		0.96-0.94		
Motivators						
1	UTILITARIAN/ECONOMIC	4 (45)		3 (47)		3 (50)
2	THEORETICAL	3 (58)		1 (100)	<---- Good	1 (60)
3	INDIVIDUALISTIC/POLITICAL	5 (38)		2 (50)		2 (57)
4	AESTHETIC	1 (63)		5 (32)		5 (43)
5	TRADITIONAL/REGULATORY	6 (33)	<---- Good	3 (47)		4 (47)
6	SOCIAL	2 (62)	<--- Gap (4)	6 (25)	<---- Good	5 (43)
DISC						
40	D	32 (32)	<---- Good	59 (58)		
55	I	36 (28)		28 (32)		
60	S	70 (68)	<---- Good	68 (58)	<---- Good	
68	C	81 (86)	<---- Good	61 (68)	<---- Good	
53	Wheel	22 (22)		40 (40)		
Analysis						
	Attributes Above Mean	14		23	<---- Good	
	PERSONAL ACCOUNTABILITY (Mean 72)	71		83	<---- Good	
	Goal Achievement (Mean 74)	77		85	<---- Good	
	Results Orientation (Mean 73)	83	<---- Good	84	<---- Good	
	Using Common Sense (Mean 74)	86	<---- Good	88	<---- Good	
	Watson-Glaser Critical Thinking	24	<--- Concern	27	<---- Good	
	Recognizing Assumptions	0		7		
	Evaluate Arguments	11		8		
	Drawing Conclusions	13		12		