Identity Exploration

MATCH+
REPORT

Title:	**Match Plus Report**
Provider:	Identity Exploration
For:	Trial Group
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INSIGHT THROUGH
IDENTITY EXPLORATION

MATCH+

ABOUT THIS REPORT

Reveal Ideal Match+ is a specialist tool which can be used in recruitment, career planning, internal promotion and development. As well as providing an evaluation of the degree of fit between the candidate and the role profile, the report goes into greater depth on specific aspects of the candidate's general outlook, values, behaviours, self development and identity across different contexts.

The report should serve to support decision making and/or promote reflective discussion during interviews and appraisals between employer and candidate/employee. It is designed for use by HR professionals, managers and supervisors, and while the reports are written to be easy to read and interpret, some clarifications may be helpful. Should this be required, please contact your assessment provider. Specific training is provided for advanced users who wish to use the more powerful aspects of our software which generated this analysis.

An advanced detailed report is available upon request, providing greater insight to a candidate/employee's identity and workplace behaviour without the need for further assessment.

As with all assessment results, this report should be treated in the strictest confidence.

N.B. The contents of this report are based on the results and analysis of a self-report instrument. This means that the report depends on the candidate's own appraisal of self and others, which may include biases and misattributions. This in itself, however, can provide important information.

Reveal assessments are psychological assessments and therefore do not make any attempt to directly measure a candidate's/employee's aptitude in specific skills and abilities. Instead, our assessments subtly capture valuable information about an individual's identity, such that we can look at the extent to which an individual's ideals match what they believe themselves and other people to be like.

Please also note that, where the text of this report reads 'values', 'behaviours', 'preferences' or 'characteristics', it is referring only to those included within the assessment and not to any others.

CONTENTS

Employer-Candidate Match
This section demonstrates the extent to which the candidate's perceived current work behaviour and aspirations match those identified by the employer to be ideal for the position. It also identifies how the candidate currently evaluates themselves at work as compared with how they ideally would like to be.

Values and Characteristics
This section describes the candidate's values; detailing the extent to which they are used to appraise self and others and the extent to which they guide behaviour.

Self Development Over Time
This section provides valuable information about how a candidate evaluates their past, their current situation, and their future direction.

Identity Variants
This section aims to give the employer insight into the general character and psychological outlook of a particular candidate, detailing their self evaluation and openness to complexity within various occupational contexts.
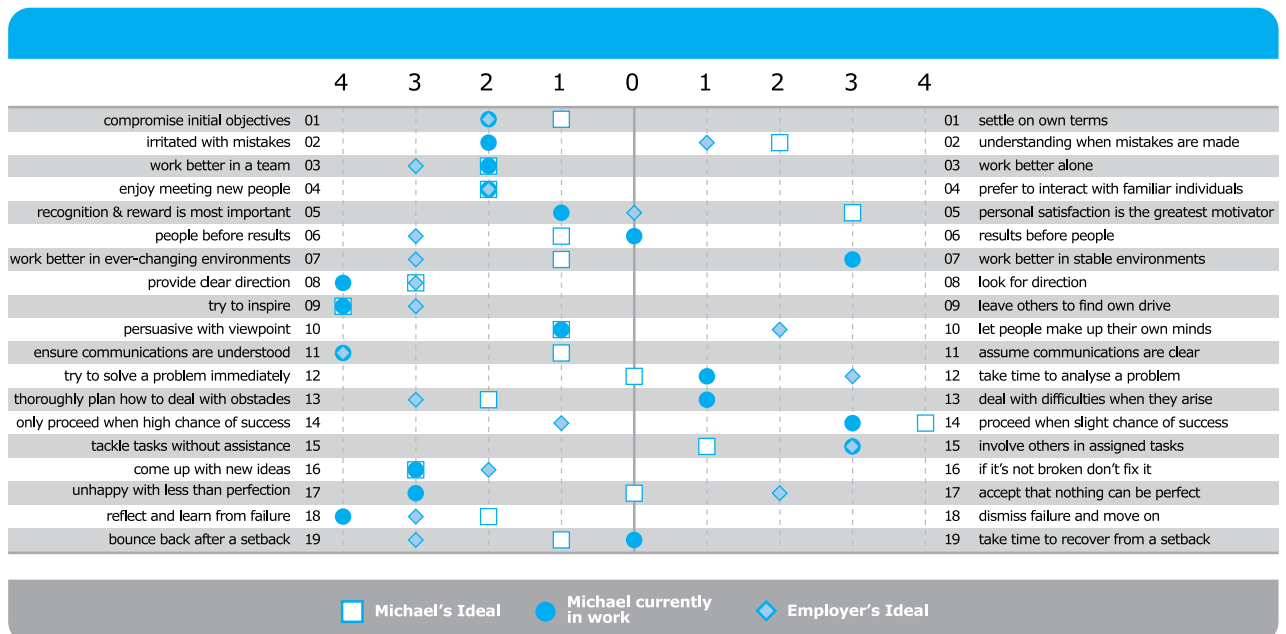
EMPLOYER-CANDIDATE MATCH

This section assesses Michael's match with the job requirements in two ways:

1. Selection Match – This compares Michael's current stated behaviour with the ideal profile set by the employer. The higher the percentage match, the closer the Employer's Ideal to Michael's description of himself currently in work.

2. Retention Match – This compares the ideal profile set by the employer with how Michael would ideally like to be. The higher the match the more likely Michael is to show a desire to fulfil the role effectively over the long-term.

It will also compare Michael's stated current behaviours with his stated ideals.

Selection Match

40%

Selection Match
Michael's current behaviours compared with employer's ideal

Retention Match

67%

Retention Match
Michael's aspired behaviours compared with employer's ideal

The graph below shows Michael's description of himself currently at work, Michael's aspired behaviour and the employer's ideal as set for this position. The extreme ends of the scale represent very strong attributions of a particular behaviour, a perfect match is found where all the symbols overlap. The centre of the scale represents a neutral judgment, which means that Michael and/or the employer; (1) could not make a judgment OR: (2) believes that the two options are equally valid, OR; (3) does not think that the statement is applicable.

Left statement	No.	4	3	2	1	0	1	2	3	4	No.	Right statement
compromise initial objectives	01										01	settle on own terms
irritated with mistakes	02										02	understanding when mistakes are made
work better in a team	03										03	work better alone
enjoy meeting new people	04										04	prefer to interact with familiar individuals
recognition & reward is most important	05										05	personal satisfaction is the greatest motivator
people before results	06										06	results before people
work better in ever-changing environments	07										07	work better in stable environments
provide clear direction	08										08	look for direction
try to inspire	09										09	leave others to find own drive
persuasive with viewpoint	10										10	let people make up their own minds
ensure communications are understood	11										11	assume communications are clear
try to solve a problem immediately	12										12	take time to analyse a problem
thoroughly plan how to deal with obstacles	13										13	deal with difficulties when they arise
only proceed when high chance of success	14										14	proceed when slight chance of success
tackle tasks without assistance	15										15	involve others in assigned tasks
come up with new ideas	16										16	if it's not broken don't fix it
unhappy with less than perfection	17										17	accept that nothing can be perfect
reflect and learn from failure	18										18	dismiss failure and move on
bounce back after a setback	19										19	take time to recover from a setback

Legend: ☐ Michael's Ideal   ● Michael currently in work   ◇ Employer's Ideal

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VALUES AND CHARACTERISTICS

This section describes Michael's values, which can be classified by the extent to which they are used to appraise self and others and, the extent to which they guide behaviour, as follows:

Rigid - Referring to those unwavering values used to judge self and others - those that are likely to be most resistant to change. Michael's behaviour will be guided by these values and he will negatively evaluate self or others when behaviour contrasts with, or falls short of these values. Since these values are so extremely held, they merit particular investigation with the candidate.

Core - Specifying strongly held values used to evaluate self and others. Michael's behaviour will be guided by these values and he will negatively evaluate himself or others when behaviour is contrary to these values.

Secondary - Referencing preferences that are less central, used less strongly in appraisals of self and others and have less of a consistent guiding effect on behaviour.

Conflicted - Which are of two kinds:
Circumstance Dependent – Depending on circumstances, Michael is likely to adopt contrasting but equally strong stances on these values. These may be arenas of stress.

Indifferent – Michael is likely to express contrasting views on these values depending on the circumstance but will not feel strongly about them one way or the other. Indifferent values are presented in a lighter colour.

Contradictory - These values need to be discussed in detail with Michael because they indicate areas where his aspirations are contradictory to the values he appears to use to appraise himself and/or others in everyday life. Overtime, in order to reduce contradictions and stressors, he is likely to re-think these preferences or change his behaviour.

The information in this section is amplified in the 'Employer-Candidate Match Graph' on the previous page. It shows Michael's perceived current behaviour, which can then be examined against his values. Determining which behaviours will be problematic, or deemed negative by Michael, will be dependent on the classification the behaviour falls into.

Values and Characteristics Table

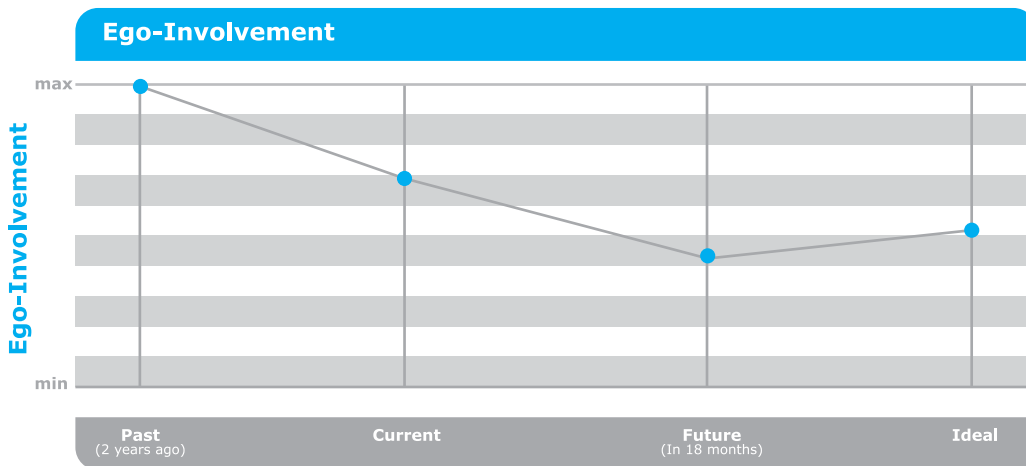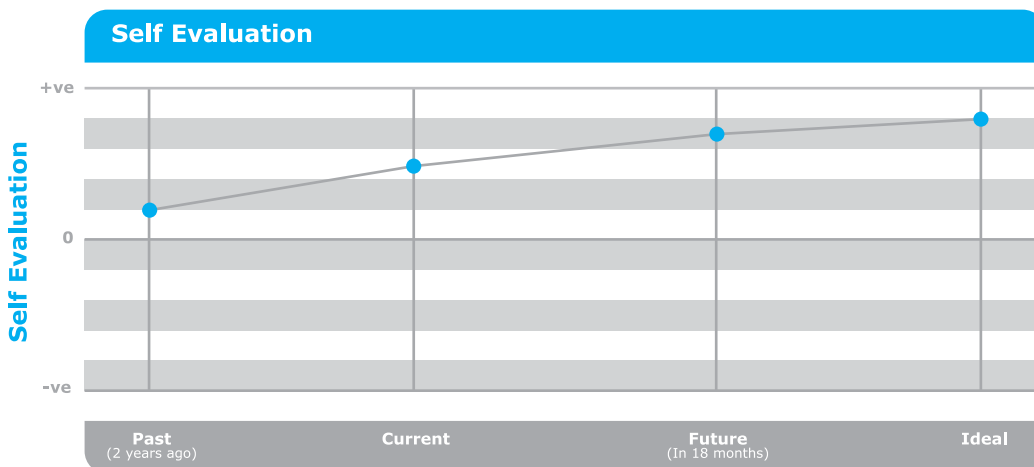| Rigid	Core	Secondary	Conflicted	Contradictory
08 provide others with a clear sense of direction	14 only proceed when there is a slight chance of succeeding	11 ensure that communications have been clearly understood	05 personal satisfaction is the biggest motivator	12 try to solve a problem immediately, rather than spending time analysing it
	09 try to inspire others to succeed	02 understanding when people make mistakes	13 thoroughly plan how to attend to obstacles before taking action	17 accept that nothing will ever be perfect
	18 reflect on failures and learn from them	04 enjoy interacting with new people	07 work better in ever-changing environments	
	19 bounces straight back after a setback	01 compromise initial objectives to reach mutual decisions	10 try to persuade others to a particular point of view	
	16 often come up with new ideas and approaches	15 involve others to help in the tasks they are assigned		
		06 put people before results		
		03 work better in a team		

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SELF DEVELOPMENT OVER TIME

'Self Development Over Time' provides insight into Michael's perceived development over time based on his aspirations as they are currently.

The section identifies Michael's thoughts about his characteristics as seen two years ago, then currently, and as anticipated in 18 months time, all in relation to his aspirations.

Ego-Involvement

If the gradient rises between time frames we can say that Michael has a clearer focus on the second time frame than on the first. If the gradient falls, Michael is less focused on the second time frame than on the first. A flat gradient between time frames indicates equal involvement one point to another.

Self Evaluation

If the gradient rises between time frames we can say that Michael is meeting more of his aspirations at the second time frame than at the first. If the gradient falls, Michael is meeting less of his current aspirations at the second time frame than at the first. A flat gradient between time frames indicates no particular progression towards his current aspirations from one point to another.
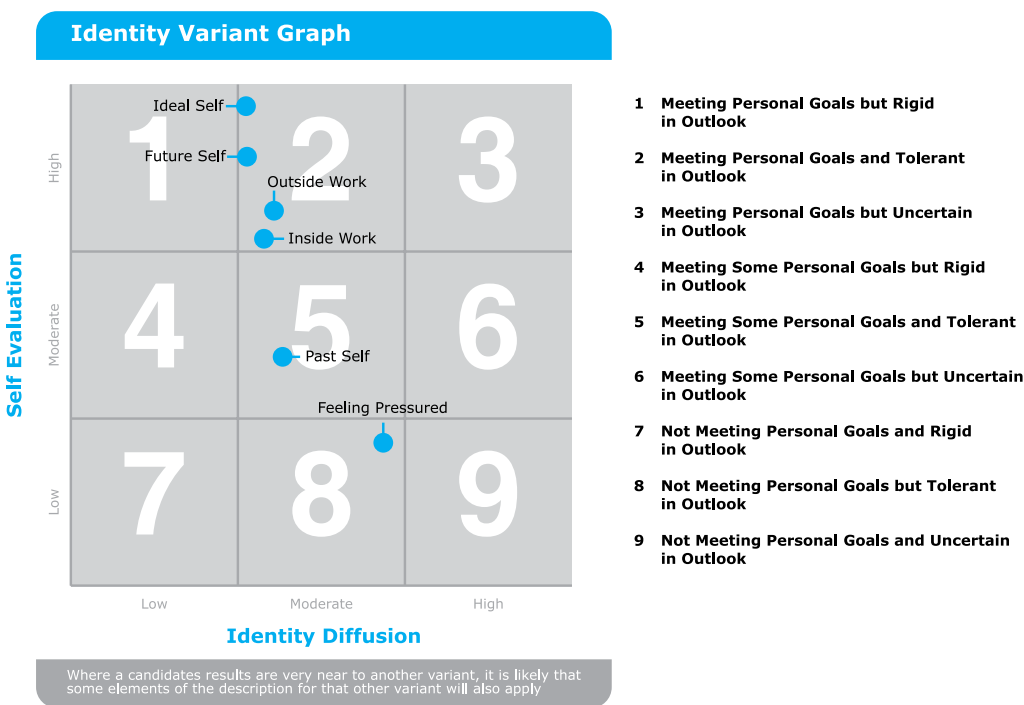
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IDENTITY VARIANTS

This section provides insight into the general character and psychological outlook of Michael, detailing his self evaluation and openness to complexity within various contexts, i.e., 'Inside Work', 'Outside Work', 'Feeling Pressured', 'Ideal Self', 'Future Self', and 'Past Self'.

It reveals how close Michael is to achieving his aspirations (expressed as 'ideal self') as well as his perception of the complex ways in which he may differ or be similar to others.

Please note that it is not unusual to demonstrate different identity variants within different situations, as individuals often display different characteristics within different scenarios. The numbers and text beside the graph below represent psychological states.

Identity Variant Graph

1	Meeting Personal Goals but Rigid in Outlook
2	Meeting Personal Goals and Tolerant in Outlook
3	Meeting Personal Goals but Uncertain in Outlook
4	Meeting Some Personal Goals but Rigid in Outlook
5	Meeting Some Personal Goals and Tolerant in Outlook
6	Meeting Some Personal Goals but Uncertain in Outlook
7	Not Meeting Personal Goals and Rigid in Outlook
8	Not Meeting Personal Goals but Tolerant in Outlook
9	Not Meeting Personal Goals and Uncertain in Outlook

Where a candidates results are very near to another variant, it is likely that some elements of the description for that other variant will also apply

Self Evaluation
This is a measure of how close Michael believes he is to achieving all his aspirations. A high self-evaluation indicates that Michael believes himself to be acting in line with his aspired behaviours within the specified context, while a low self-evaluation means that he is not acting in line with his aspired behaviours.

Identity Diffusion
This measure is based on Michael's identifications with other people which can indicate degrees of openness and appreciation of complexity.

A low level of identity diffusion indicates that Michael has a 'black-and-white' view of the world and does not recognise complexities in himself and/or others. He is likely to have a strong but narrow sense of direction in life and may have difficulty appreciating alternative viewpoints.

A high level of identity diffusion reveals that Michael has a complex outlook on life and is likely to be searching for his 'ideal state'. He is likely to be open to the many different ideas and opinions of other people. However, this may be accompanied by uncertainty surrounding his personal development.

FOR FURTHER INFORMATION...

www.identityexploration.com