



Confidential

Candidate Matching Report

For the

Medical Practice Manager (Demonstration)

Job Pattern

Wednesday, April 15, 2009

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Candidate Match to the Position of:

Medical Practice Manager (Demonstration)

This report provides a comparison of selected candidates to the Medical Practice Manager (Demonstration) position. This information will help organize your interviews when more than one candidate is being considered for the same job. The Job Match Percent shown for each candidate represents their match to the position.

Please select candidates from this list and print their Placement Report. This report will provide interview questions and information for use in the interview.

Please note that this report does not measure or consider candidates' education, training, or experience, nor does it consider job skill requirements.

<u>Candidates</u>	<u>Job Match Percent</u>
Jerry L Stohl	85%
Celeste L Vinson	85%
Mary Louise	84%
Jeremy Mason	82%
Heather Stott	77%
Stephanie Rose	71%
Phil Shaw	71%
Sharon Connor	69%
John Baxter	65%
Judy Bieler	57%

NOTICE:

As discussed in the User's Guide for this product, this job pattern approach to matching individuals to a position provides information of great value and should be an important part of the placement decision. However, the user is reminded that the results from any test should never make up more than a third of the final decision.

Graphic Summary Medical Practice Manager (Demonstration)

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Thinking Style

Learning Index						6	7	8		
Verbal Skill						6	7	8		
Verbal Reasoning						6	7	8		
Numerical Ability						6	7	8		
Numeric Reasoning						6	7	8		

Behavioral Traits

Energy Level				4	5	6	7	8		
Assertiveness				4	5	6				
Sociability					5	6	7			
Manageability						6	7	8		
Attitude						6	7	8		
Decisiveness					5	6	7			
Accommodating					5	6	7			
Independence					5	6	7			
Objective Judgment						6	7	8		

Interests Ranking

Occupational Interests

Top three interests for this position

Enterprising										
People Service										
Financial/Admin										

Lowest three interests for this position

Creative										
Technical										
Mechanical										

Profile XT Job Description Employee Description

This position will require:

Learning Index	Employees who assimilate information within expected norms and can appreciate more complex information processing.
Verbal Skill	Employees who communicate within normal expectations and are also comfortable communicating the more complex aspects of their routine functions.
Verbal Reasoning	Employees who interpret routine communications effectively with an ability to analyze more complex verbal information.
Numerical Ability	Employees who utilize routine numerical information in their work and who may occasionally be required to perform more complex calculations.
Numeric Reasoning	Employees who are reasonably efficient about utilizing numerical data in decision-making and who require little assistance in processing graphic representations of this data.
Enterprising	Employees who are highly motivated by the competitive, entrepreneurial world of sales and management.
Financial/Admin	Employees who are motivated by administrative duties, making budgets and processing numerical information, yet also possess other interests.
People Service	Employees who are highly motivated by a position that offers the opportunity to help others or provide some facilitative service.
Technical	This is not one of the top three interests for this position.
Mechanical	This is not one of the top three interests for this position.
Creative	This is not one of the top three interests for this position.
Energy Level	Employees who respond well to demands on their time and generally work at a brisk pace.
Assertiveness	Employees who are somewhat willing to lead others, but most comfortable when given the chance to take direction from others.
Sociability	Employees who are moderately social, motivated by the opportunity to present their ideas and suggestions and are encouraged by the opportunity to work in a team environment.
Manageability	Employees who respond well to a structured environment and are willing to accept the leadership of others.

Attitude	Employees who demonstrate a positive attitude, yet are not required to resist the expression of frustration in order to achieve success in their work.
Decisiveness	Employees who respond at an even pace and maintain effective time management skills when making decisions.
Accommodating	Employees who can appropriately accommodate the needs of customers and co-workers, and also appreciate the occasional need to take a personal position that is different than the group's position
Independence	Employees who are moderately independent yet can accept necessary supervision and structure.
Objective Judgment	Employees who are most successful when provided ample information to make objective decisions, yet are capable of relying on intuition when necessary.