



**Confidential
Succession Planning Report**

for

Celeste L Vinson

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Succession Planning

Career pathing or succession planning is important to employee satisfaction as well as to positive organizational growth. Knowing where people may fit in the future can also help you design your training for them.

Performance Resources, Inc. has developed customized Job Match Patterns for several positions in the organization. This list shows how Celeste Vinson matches the Job Match Patterns for these different positions. The overall percent match reflects her Thinking Style, Occupational Interests and Behavioral Traits combined.

You should select appropriate positions from the Job Match Patterns listed here and generate reports for Celeste that are specific to those positions. These reports will provide very detailed information about Celeste to include coaching comments and interviewing ideas for succession planning. Please note this report does not measure or consider the candidate’s education, training, or experience, nor does it indicate job skill requirements.

<u>Position</u>	<u>Job Match Percent</u>
Mentor for Troubled Teens	93%
Convention Services Manager	87%
Small Business Client Relationship Manager	87%
Director of Engineering	85%
Medical Practice Manager	85%
Director of HR	84%
Information Technology Director	83%
Controller	83%
RV Sales	83%
Director of Food and Beverage	82%
Luxury Hotel General Manager	82%
Supervisor of Financial Services	82%
Corporate Director of T & D	82%
Director of Housekeeping Services	81%
Executive Chef	80%
Eldercare Regional Manager	79%
Automotive GM/Sales	74%
CFO of Mid-sized Business	73%
Executive Recruiter/Company Executive	68%
Manufacturing Engineering Manager	61%

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.