



The Power of Perfect Matching

BRIGHT-MINDED

ENGINEERING

AC2198 Presentation

Summary:

Brief guide for reading the B-M candidate's profile

Candidate's B-M Profile

Candidate's B-M Profile – Descriptive details

Brief guide for reading the B-M candidate's profile

Dictionary:

Skills - reflects the abilities that a candidate has.

Behavioral preferences – reflects how the candidate prefers to behave based on background, personal life and professional experiences, education etc.

How to interpret the graphic:

The highest level for a Skill or a Behavioral preference is supported by the second-highest level, meaning that the second one shows how the first one is achieved, and so on for the following levels.

In this particular case: the Collaboration skills are developed by being Results-oriented based on Perfectionism or close attention to details. The candidate will have a consistent contribution as a Team Member to achieve the established objectives.

The differences that appear between the skills and behavior should be considered in the following manner:

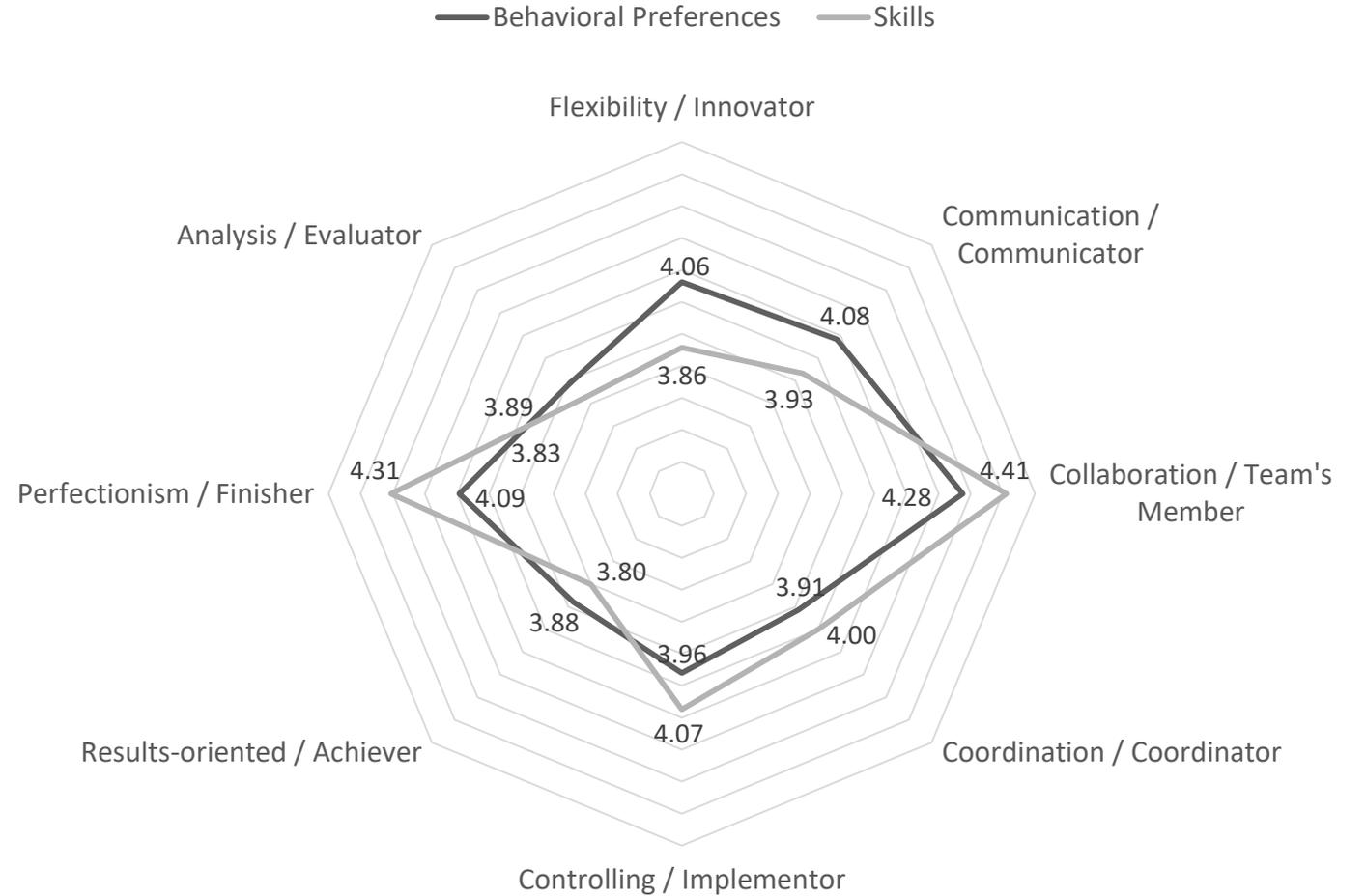
- the Skills level > the Behavioral preference level shows that the candidate skills are currently under-used, which might cause, in time, demotivation if the difference is higher than 0.3.
 - the Skills level < the Behavioral preference level means that the candidate stretches his skills / goes out from his comfort zone to cope with the job requirements. A difference up to 0.3 might be a way of developing that particular skill. Another way, in the long term, might cause the “the burn-out” effect.
- The differences are in the margin of 0.3 in this case.

Note: For a detailed discussion on the candidate's behavioral preferences, please do not hesitate to send a message at eac@bright-minded.com Thank you.

Behavioral Preferences	Values
Team's Member	4.28
Finisher	4.09
Communicator	4.08
Innovator	4.06
Implementor	3.96
Coordinator	3.91
Evaluator	3.89
Achiever	3.88

Skills	Values
Collaboration	4.41
Perfectionism	4.31
Controlling	4.07
Coordination	4.00
Communication	3.93
Flexibility	3.86
Analysis	3.83
Results-oriented	3.80

Candidate's B-M Profile AC2198



AC2198's B-M Profile – Descriptive details

Behavioral preferences:

Excellent (4,5 – 5)

- ✓ The candidate has a strong preference for continuous learning and improvement, identifying and exploiting the resources needed to cover the gaps. Accept constructive criticism.
- ✓ Strong behavioral preferences for high ethical standards based on honesty and kept promises. Can be entrusted with confidential information.
- ✓ Always show awareness for the feelings of others and compassion.

Good (4 – 4.49)

- ✓ Strong behavioral preference to offer support, encouragement or emotional help. Always willing to help others.
- ✓ Strong preference for using step-by-step policies and procedures, working systematically and orderly. Always seeking to reach consensus asking for others' opinions.
- ✓ When deciding, in order to reach clear and logical conclusions, the candidate has a strong preference to consider all the pros and cons arguments plus their short and long-term impact.
- ✓ Always persist and persevere, consistently maintaining a positive perspective and a high level of energy.
- ✓ Always take the initiative to make things happen, showing determination when dealing with problems. Most of the time knows when to finish planning and start implementation. Take timely and firm decisions. Driven to succeed independently.
- ✓ Behave as a mentor and coach, appreciates those who take extra miles and recognize those who produce quality results. Always adopt a positive attitude.
- ✓ Strong abilities to plan ahead and anticipate changing situations. Flexible in relationships with different work styles of other people, accommodating easily in various work environments. Always finding solutions constructively.
- ✓ The candidate is very capable of setting out clear expectations of others and establish a workload that can be fulfilled. Most of the time is focusing on the overall picture while implementing the details. Motivates and support people. Achieves long-term goals by planning sequential stages by actively encouraging the involvement of others.
- ✓ Maintain a strong, positive frame of mind by quickly overcoming obstacles and identifying opportunities. Always see the positive outcomes from a difficult situation.

To be developed (3 – 3.49)

- ✓ Developing leadership skills: coordination and objective assessment