

Candidate:	Joe Applicant
Position:	Sales Associate
Date Completed:	October 15, 2012

The **Balance Sheet Profile** shows the candidate's key *Can Do – Will Do* competencies. The **Bottom Line Forecasts** integrate the profile information, build on the results seen for other new hires, and forecast bottom line outcomes. Combined, the **Balance Sheet Profile** and **Bottom Line Forecasts** help drive the best decisions about new hires... those with a sound payoff.

Balance Sheet Profile							
Can Do – Will Do Assets	Caution		Asset		Real ROI		
	5	15	25	50	75	85	95
Skill at Learning and Applying Learns quickly, applies what's learned, and builds new skills. Sees quickly what needs to be done as the job unfolds and situations change. Senses problems unfolding and adapts what's being done to avoid trouble. Builds on what's been learned in the past.			✓				
Drive to Succeed Brings energy, drive, and ambition to the job. Plans, gets organized, and takes on assignments without close direction or oversight. Accepts work targets and objectives as a personal responsibility.						✓	
Engagement Is reliable, stays focused, and demonstrates commitment. Shows a willingness to invest emotional energy, put forth extra effort, and engage with what needs to be done, with other workers, and with the organization.			✓				
Team Play Puts the work team ahead of personal interest. Offers to help co-workers and collaborates in solving problems, sharing ideas, chipping in to balance the workload, and create a team environment.			✓				
Taking the Lead Willing to take a lead role. Helps set objectives, create meaningful work experiences, and provide honest feedback. Sets up a two-way dialogue to motivate, build trust, and drive progress.			✓				

Bottom Line Forecasts	
Performance What the <i>Balance Sheet Profile</i> predicts about this candidate's likelihood of meeting the job's performance targets.	Exceed Targets ✓ Hit Targets ○ Caution ○
Potential What the <i>Balance Sheet Profile</i> predicts about this candidate's likelihood of showing potential for advancing to higher level roles.	Definitely Yes ○ Probably Yes ✓ Caution ○
Good Choice? What the <i>Balance Sheet Profile</i> predicts about whether this candidate's supervisor, if hired, would say in a few months, "Yes, I'd hire them again!"	Definitely Yes ○ Probably Yes ✓ Caution ○
Bottom Line What the <i>Balance Sheet Profile</i> and forecasts shown above advise about this candidate's overall qualifications.	✓ No Concern Caution ○