



Sample Spotlight Report

Elizabeth Thompson

Customer Service

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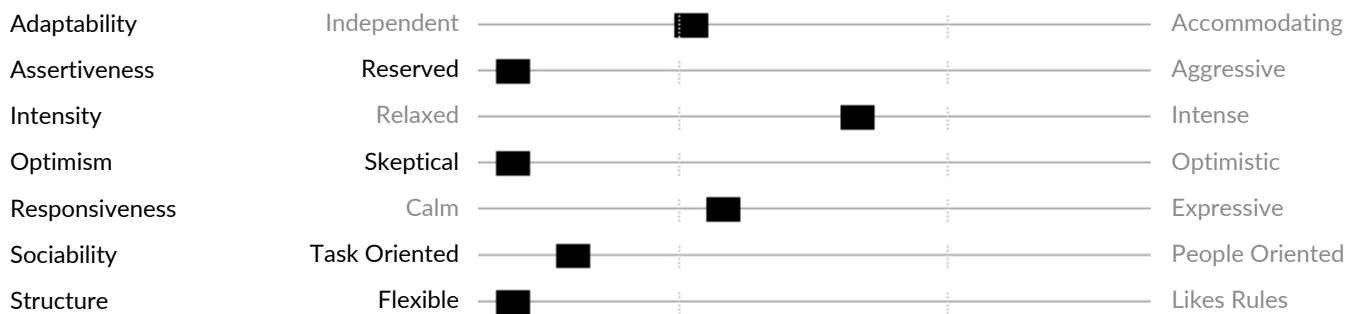
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Spotlight Summary

This report describes Elizabeth's unique combination of behavioral traits. All traits have beneficial aspects, regardless of intensity, so there are no good or bad combinations.

The chart below shows Elizabeth's assessment results as compared to the general adult working population. Each measurement's distance from the center of the chart describes the intensity of the trait.

Personality Traits



Talent Traits



Strengths

This section describes Elizabeth's unique talent and personality traits. Each trait impacts how she relates to others and to the world around her.

Adaptability



Elizabeth is independent-minded and self-reliant. She is usually tolerant of other opinions, but she will resist pressure to conform or adjust her own views just to accommodate the expectations of others.

Assertiveness



Elizabeth is naturally easygoing and unobtrusive as she takes direction from others. She likes to concentrate on familiar tasks in a stable and orderly environment where she has time to reflect on her actions and pace herself.

Intensity



Elizabeth likes to deal directly and actively with work issues and obstacles as they arise. However, she also tends to think about alternative solutions before moving forward.

Logical Problem Solving



Elizabeth tends to solve problems logically. When dealing with more complex issues, she will think through the components involved in a step-by-step manner. She may need support in expressing her solutions as she may internalize her thinking.

Optimism



Elizabeth tends to maintain a healthy skepticism in her approach and outlook. She has the ability to visualize things and anticipate what might go wrong or may not turn out as planned.

Rapid Problem Solving



Elizabeth is able to see the patterns and themes that emerge from disorganized information. It is easy for her to identify how pieces of information fit together to solve problems. She has a tendency to internalize her thinking if she is not called to share her opinion.

Responsiveness



Elizabeth is controlled and cautious in her reactions. She is not very excitable or demonstrative, and she prefers to remain low key and unobtrusive in her initiatives. She has good tolerance for support roles and for extended periods of concentration on specialized tasks.

Sociability



Elizabeth is subdued and unobtrusive in her manner of relating to others. While she appreciates people, she does not go out of her way to create many new relationships or to participate in new social activities. She likes familiarity and harmony, and she may resist fast-moving and socially taxing work environments.

Spatial Visualization



Elizabeth can think about problems in which there are multiple variables that are changing. She can visualize three dimensional structures and complex systems. This talent will help her with a variety of tasks, including engineering, technical, mechanical, or structural problems.

Structure



Elizabeth will function best in a calm work environment. She values privacy and time to reflect on her tasks and implementation issues. She likes to develop her own methods for achieving results rather than depend on procedures designed by others.

Vocabulary



Elizabeth is an avid learner who picks up new concepts easily and quickly. She is interested in a wide variety of topics and she constantly seeks out new ideas and concepts. In new environments she can readily pick up information, social rules, priorities and culture. She is able to grasp subtlety and nuance in communication, which can positively impact the precision with which she interacts with others.

Descriptive Review

Elizabeth's traits do not exist in isolation of each other. Each trait impacts the others. This section provides an integrated view of Elizabeth.

Elizabeth is a calm, composed individual. She has the ability to do work that requires a moderate pace in support of others. She is a conservative person who will rely on the authority of others in her decision-making processes. She does not feel a personal need to control situations or people and is not likely to use direct, assertive social behavior. She has good behavioral control. Although she solves problems quickly, she is not one to react with undue haste, and her measured, deliberate responses can have a calming effect on others.

She is reluctant to act or make decisions quickly just to satisfy others. She will consider the pros and cons of a situation and will try to choose the right course of action rather than the most popular. She is not dependent on having a preconceived job structure, and can work without many restrictions. She likes to have latitude and freedom of choice in her position. She will take a low-key, indirect approach to influencing others. She will be most comfortable in a participatory role not requiring her to take charge.

Elizabeth is most comfortable when dealing with people whom she knows well. She prefers to interact with those with whom she has familiarity and can work on her own for extended periods of time. She can at times seem anxious about project outcomes. Her demeanor is more positive when things are going well. She wants to deal directly and actively with problems and obstacles as they arise. However, she tends to think about alternative solutions before initiating action.

She rapidly identifies solutions to problems and gravitates toward roles that provide a constant flow of new challenges. She can communicate complex solutions in a logical way that is easily understood by others. If opposed, she may need to be encouraged to offer her solutions to others.

Definitions

Personality Traits

Adaptability

A natural tendency to adapt to people's feelings when communicating or making decisions.

← Independent

Less concerned about how actions impact others. Make decisions independent of other people's thoughts and feelings.

Accommodating →

Concerned with people's thoughts and feelings when interacting with others or making decisions. Tend to be diplomatic and tactful, and want to be on positive terms with most people.

Assertiveness

A natural tendency to take action or control in most situations.

← Reserved

Less confident in actions and tend to make decisions more slowly. When faced with obstacles, tend to stop and assess options. Typically desire input or direction from others.

Aggressive →

More likely to move forward, take action, and deal with problems. Tend to be decisive and direct when dealing with others. At extremes, may seem confrontational or stubborn.

Intensity

A natural tendency to experience strong emotions when frustrated or faced with obstacles.

← Relaxed

Experience emotions less strongly when frustrated. Tend to seem more relaxed and approachable when facing a conflict or obstacle.

Intense →

Tend to experience higher levels of emotion when frustrated or facing conflicts and obstacles. Whether or not this emotion is displayed outwardly depends on a person's level of responsiveness.

Optimism

A natural tendency to think positively about other people and the future, no matter what is happening.

← Skeptical

Tend to be more skeptical. More likely to identify potential problems, but at extremes, often worry about what could go wrong.

Optimistic →

Tend to feel enthusiastic and upbeat most of the time. At extremes, they are more likely to ignore potential problems or warnings.

Responsiveness

← Calm

Expressive →

A natural tendency to express opinions and feelings openly and outwardly.

Often calm and composed. Like to work in a more predictable work environment. Tend to internalize feelings and opinions, especially when under pressure or during change.

Tend to be excitable and expressive. Prefer a high-activity work environment with a lot of things happening at once. Often express feelings and thoughts openly, especially when under pressure or during change.

Sociability

← Task Oriented

People Oriented →

A natural tendency to gain satisfaction from interacting with other people.

Less likely to seek new relationships and are more comfortable with smaller groups of people. Can be friendly and interact with others, but may find long periods of social interaction tiring.

Driven to interact with others. Prefer not to work alone for extended periods of time and may actively seek new relationships. Tend to have a wide circle of contacts and acquaintances and are socially confident.

Structure

← Flexible

Likes Rules →

A natural tendency to seek order and correctness.

Tend to be more concerned with outcomes than with following rules and established procedures. Tend to be more comfortable with trial and error to achieve results.

Prefer order and precision. Tend to follow rules and established procedures. Desire accuracy and thoroughness because they don't like to make mistakes.

Talent Traits

Logical Problem Solving

← Lower

Higher →

The ability to apply a step-by-step approach to solve problems.

Tend not to solve problems by working through them step-by-step. May prefer other problem-solving strategies that come from trial and error rather than applying rules or truisms.

Find it easy to apply general rules in a methodical, step-by-step approach to solve problems. This ability helps with strategic thinking and organizing ideas.

Rapid Problem Solving

← Lower

Higher →

The ability to quickly and intuitively recognize patterns from information.

Find it stressful to work in an environment that requires quickly responding to problems without allowing time for analysis. May be more deliberate in getting to an answer.

Recognize themes or trends quickly from information and solve problems intuitively. Good in a crisis, under stress, or when a quick decision is required.

Spatial Visualization

← Lower

Higher →

The ability to visualize and manipulate objects in three dimensions.

Have a more difficult time picturing three dimensions and will utilize less efficient strategies when arranging, moving, or designing objects in three dimensional space.

More easily visualizes objects in three dimensions. Deal more easily with imagining objects or spaces that must be moved, arranged, or designed in three dimensional space.

Vocabulary

← Lower

Higher →

A measure of how easily and quickly a person picks up and learns new concepts and ideas.

Tend learn more slowly and typically take more time when thinking about and communicating their experiences.

Tend to learn quickly and easily from their environments. Deal more easily with new material, new ideas and new concepts.