

## Success Performance Solutions

### TotalView Report

- Selection
- Personal Development
- Individual
- **Succession Planning**
- Working Characteristics

regarding the position of

### VP Sales

6/15/2005

**Distributed By:**

Training House, Inc.  
(800) 860-1361

**Serviced By:**

Success Performance Solutions  
(717) 291-4640

# TotalView Succession Plan

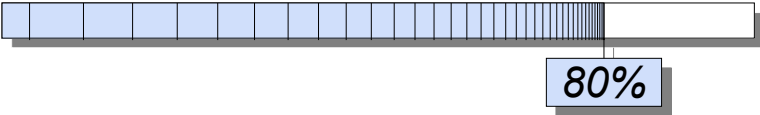
## VP Sales

The following TotalView Succession Planning Report will enhance your internal resource management.

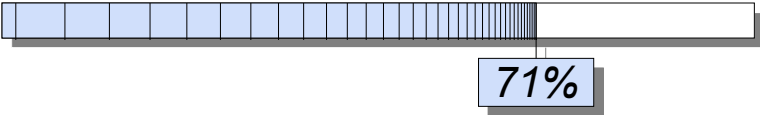
The VP Sales benchmark has been compared to the candidates selected. You may repeat this process as often as required, and select as many candidates as you wish. The software calculates each TotalView candidate's suitability, and lists them in a descending order of percentage fit.

The following candidates were chosen for this Succession Planning report.

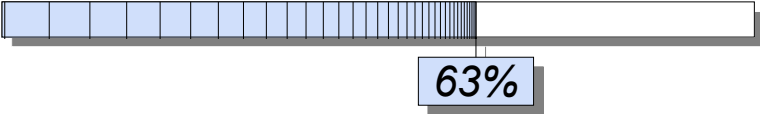
1. Sample, John



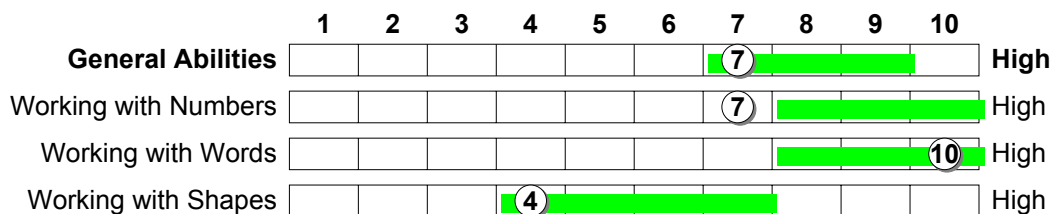
2. Pfeiffer, Cynthia



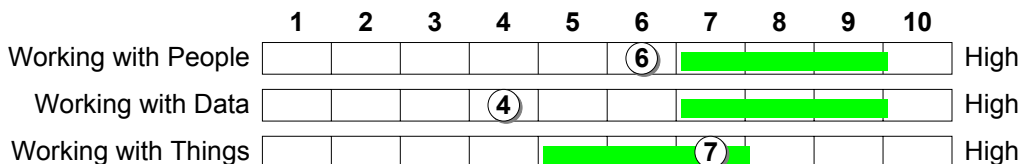
3. Sample, Mary



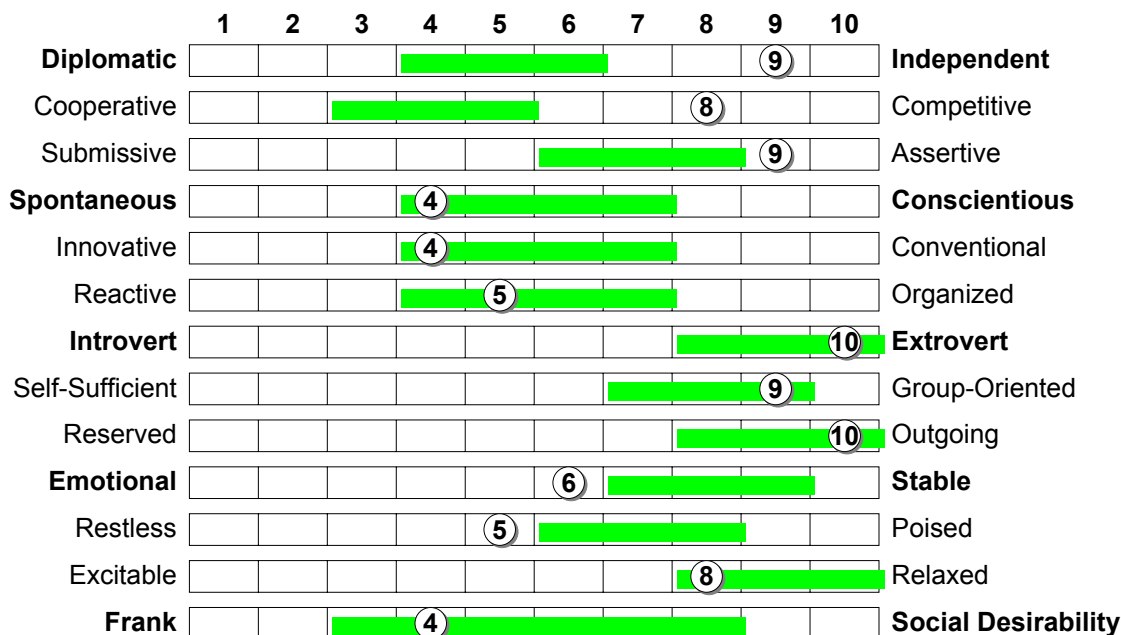
## Abilities



## Motivation/Interests



## Personality



A TotalView benchmark illustrates the required characteristics for this job as decided by management. The shadowed areas above graphically represent the benchmark for this VP Sales position. The number on each scale is John Sample's actual score. The following percentage reflects the degree of suitability of his scores when compared to this benchmark.

## TotalView Job Suitability

The TotalView benchmark suitability should comprise not more than one-third of the selection decision process. The other aspects of the selection decision process, including the job interview, candidate history and background check, should be furnished by management.

## Benchmark Suitability

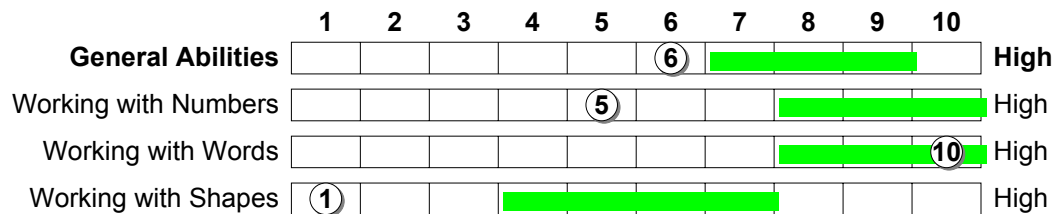
**80%**

# TotalView Benchmark

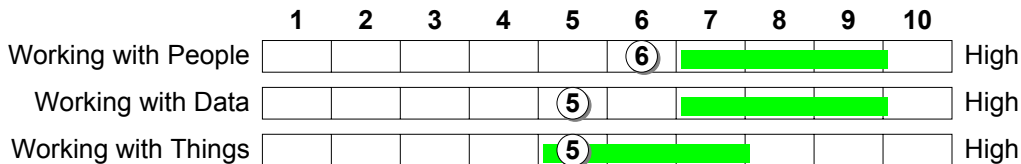
Cynthia Pfeiffer

VP Sales

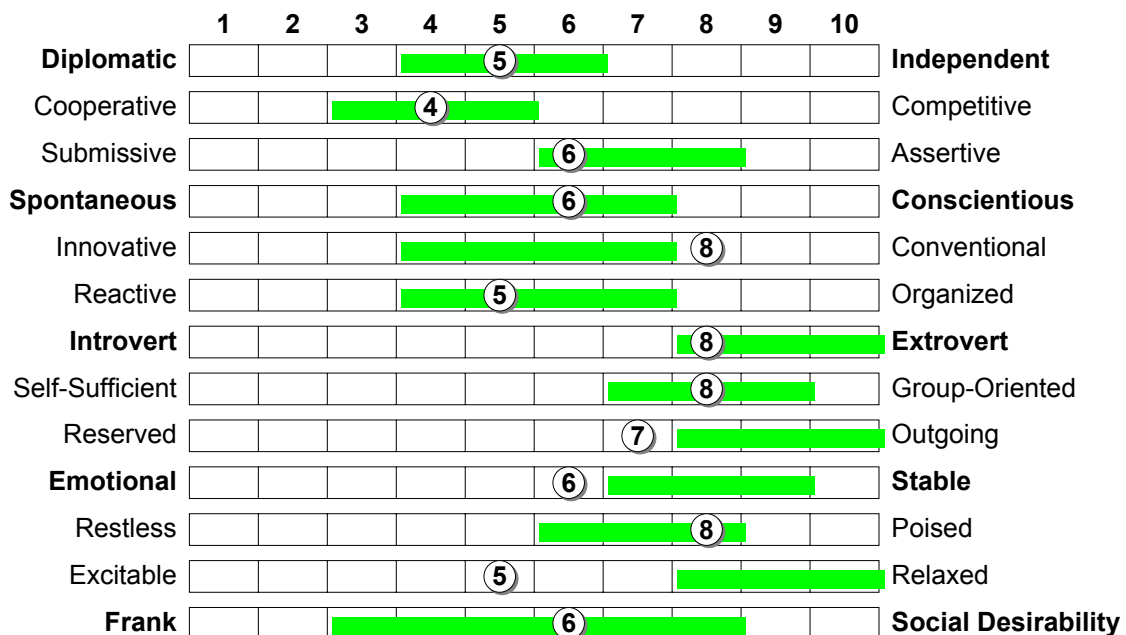
## Abilities



## Motivation/Interests



## Personality



A TotalView benchmark illustrates the required characteristics for this job as decided by management. The shadowed areas above graphically represent the benchmark for this VP Sales position. The number on each scale is Cynthia Pfeiffer's actual score. The following percentage reflects the degree of suitability of her scores when compared to this benchmark.

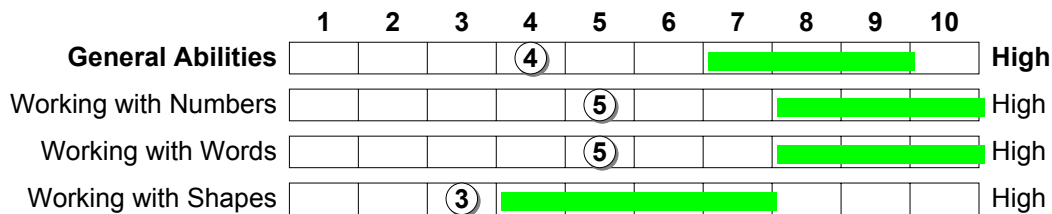
## TotalView Job Suitability

The TotalView benchmark suitability should comprise not more than one-third of the selection decision process. The other aspects of the selection decision process, including the job interview, candidate history and background check, should be furnished by management.

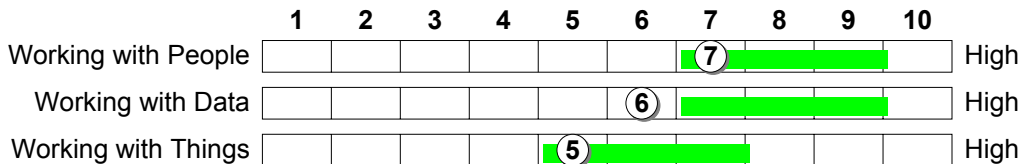
## Benchmark Suitability

71%

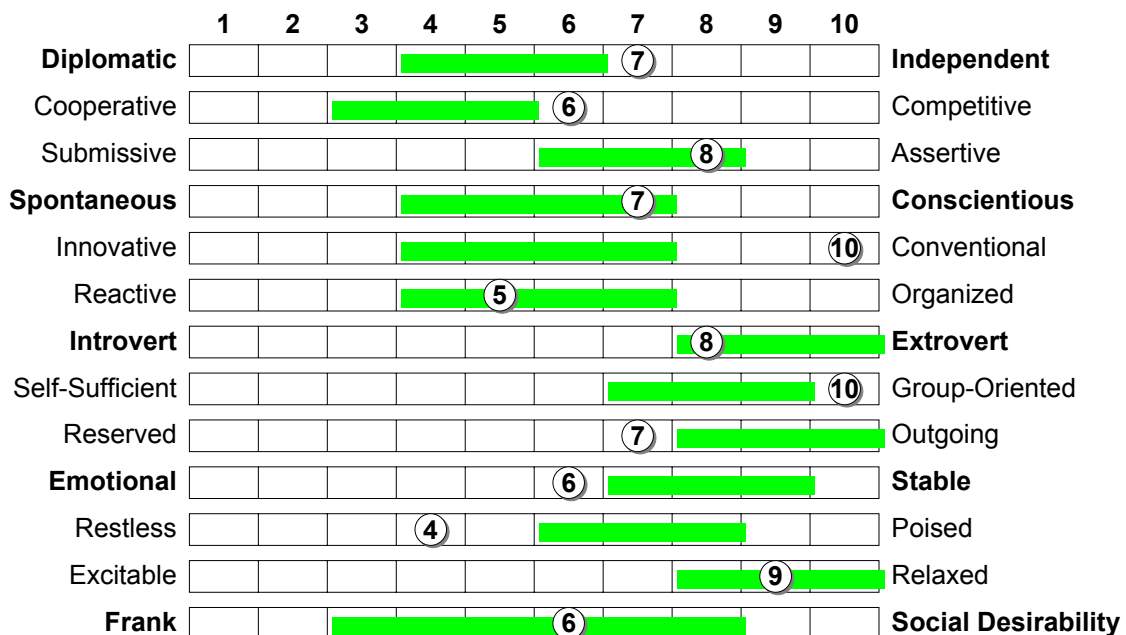
## Abilities



## Motivation/Interests



## Personality



A TotalView benchmark illustrates the required characteristics for this job as decided by management. The shadowed areas above graphically represent the benchmark for this VP Sales position. The number on each scale is Mary Sample's actual score. The following percentage reflects the degree of suitability of her scores when compared to this benchmark.

## TotalView Job Suitability

The TotalView benchmark suitability should comprise not more than one-third of the selection decision process. The other aspects of the selection decision process, including the job interview, candidate history and background check, should be furnished by management.

## Benchmark Suitability

**63%**