

# Sample Company

# TotalView Report

Selection  
Coaching  
Individual  
> **Succession Planning**  
Working Characteristics

on

## Alicia Sample

03/17/2003

**Distributed By:**  
Success Performance Solutions 800.803.4303

NOTICE: If the candidate has completed the assessment without supervision, please note the qualifications regarding unsupervised testing under "Validity" on the last page of this TotalView Report.



# TotalView Succession Plan

Alicia Sample

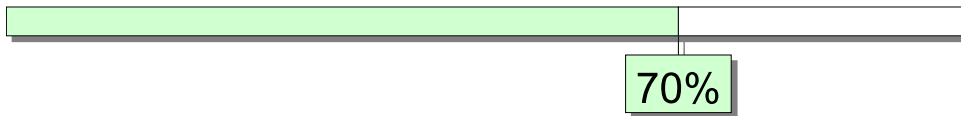
## Alicia Sample

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

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

The following benchmarks were chosen for this Succession Planning Report.

### 1. VP Operations



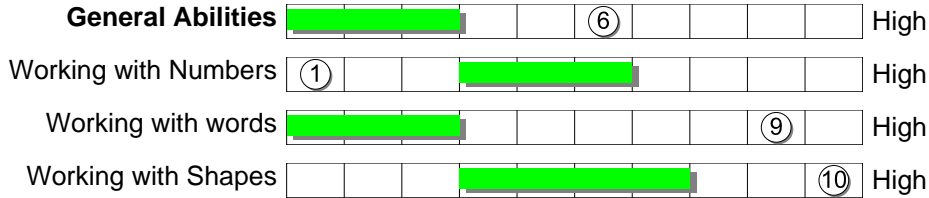
# TotalView Benchmark

Alicia Sample

VP Operations

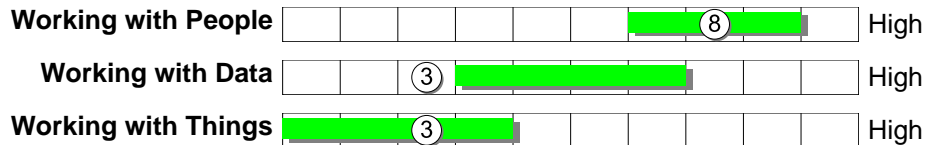
## Abilities

1 2 3 4 5 6 7 8 9 10



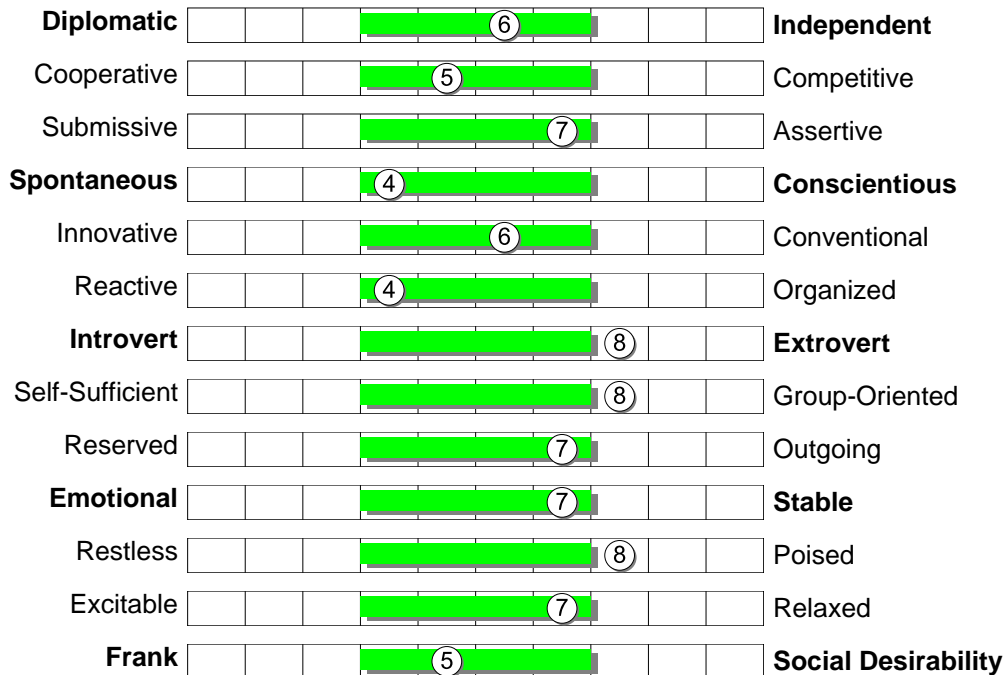
## Motivation/Interests

1 2 3 4 5 6 7 8 9 10



## Personality

1 2 3 4 5 6 7 8 9 10



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 Operations position. The number on each scale is Alicia 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  
70%**