

CultureFit assesses the match between what this candidate values in a work environment and what values are characteristic of this organization's work environment as it is described in the office profile called Agency Profile.

Recommendation for N Candidate: PROCEED

This **proceed** recommendation indicates that this candidate is **very likely** to remain on the job for at least one year. This candidate is a **Very Good Match** for your organization. Approximately **15%** of all candidates can be expected to receive this score.

Likelihood of Remaining on the Job for One Year						
Low	Moderate	High				
CultureFit Score: Very Good Match (83)						
Strong Mismatch	Slight Mismatch	Slight Match	Match	Good Match	Very Good Match	Extremely Good Match
0 to 59	60 to 64	65 to 69	70 to 74	75 to 79	80 to 84	85 to 100

Management Considerations

There is one general work area that describes what this candidate values in a work environment that is very different from your work environment. Discuss this difference with the candidate.

This candidate places more importance on **innovativeness** than is characteristic of your work environment. **Innovativeness** includes the work values **creative, flexible, and open-minded**. This candidate may be seeking more opportunities to be creative than are usually available in your work area.

Suggested next step:

Provide the candidate with an accurate description of your work environment. Focus on how often new situations come up and priorities change. Explain to what extent and under what circumstances associates are encouraged to be creative.

Recruiting Suggestions*

There are general work areas where this candidate and your work environment have very similar work values. To encourage this candidate to further consider working for you, emphasize the similarities between the candidate and your work environment in the following areas:

- Achievement Orientation
- Customer Orientation
- Detail Orientation
- Professionalism
- Stability

*Refer to the New CultureFit help file in the ExSel system for more information about these work areas

General Areas of Agreement and Disagreement

The 28 work values identified in CultureFit can be grouped into nine general work areas as shown in the chart below. Shaded spaces indicate how characteristic that work area is in describing the work culture of your organization. The figure () indicates how important that work area is to this candidate.

	Not very characteristic/ Not very important	Characteristic/ Important	Very characteristic/ Very important
Achievement Orientation			
Coworker Orientation			
Customer Orientation			
Detail Orientation			
Innovativeness			
Pace			
Professionalism			
Stability			
Structure			


Agency Profile Office Profile Work Values


The chart below shows how your work environment is described in the office profile called Agency Profile. This is the profile with which this candidate was compared. Dark shading indicates work values that are very characteristic of your work environment. Light shading indicates work values that are not very characteristic of your work environment.

			Flexible	Supportive	Concerned	Dedicated
			Communicative	Thorough	Attentive	Enterprising
			Team Oriented	Assertive	Analytical	Customer/Client Focused
			Open-minded	Rule Oriented	Competitive	Goal Oriented
	Secure	Predictable	Creative	Reputable	Demanding	Quality Oriented
	Established	Supervised	Urgent	Accurate	Accountable	Paid for Results
1	2	3	4	5	6	7
Not at all characteristic			Characteristic			Extremely characteristic

Candidate's Work Values

The chart below shows how this candidate rated his/her work values. Dark shading indicates work values that are very characteristic of your work environment. Light shading indicates work values that are not very characteristic of your work environment.


Red Flags () indicate work values where there is a large difference between what is important to this candidate and what is characteristic of your work environment. We recommend that you use the discussion guide at the end of this report to discuss Red Flag work values with this candidate.

			Demanding	Analytical	Creative	Paid for Results
			Competitive	Attentive	Dedicated	Quality Oriented
			Urgent	Accurate	Flexible	Enterprising
			Supervised	Communicative	Goal Oriented	Concerned
		Accountable 	Rule Oriented	Team Oriented	Open-minded	Reputable
Established	Secure	Predictable	Assertive	Thorough	Supportive	Customer/Client Focused
1	2	3	4	5	6	7
Not at all important			Important			Extremely important

Discussion Guide

We suggest that you use this script to begin a discussion with the candidate about Red Flag work values that were noted earlier in the report.

N, people experience greater job satisfaction and are more likely to stay with a company when their work values "fit" the work culture of the organization. On CultureFit you scored a **Very Good Match**. This tells me that your work values are **generally consistent** with our organization's work values. There is one work value that I would like to explore further with you to ensure that you understand our work culture and I understand what you are looking for in a work environment.

 Accountable	
Let's talk about " accountable " as a work value. When I say " accountable ," I am talking about a work environment where individuals are held responsible for their actions .	
<ul style="list-style-type: none"> Tell me about a time when you were held responsible for your actions. What was the situation? How did you choose to handle it? How did you feel about it? How would you feel about working in an environment where people are always held responsible for their actions? 	Notes:
Listen for: <ul style="list-style-type: none"> Strong objections or concerns about working in an environment where people are always held responsible for their actions Unrealistic expectations about the ability to adapt to this aspect of the culture 	Notes:

1. Will this candidate be able to adjust to working in your organization based on this work value?

① Not likely ② ③ Somewhat likely ④ ⑤ Very likely

2. Will it be a problem if the candidate cannot adjust? Yes No Maybe