

NOT FOR COMMERCIAL USE



# JOB PROFILE Benchmark Report

RECRUITMENT - ADAPTATION - PERSONNEL RESERVE -  
CAREER DEVELOPMENTS

01  
01

1970

THE ANALYZED  
POSITION:

CONSULTANT - SAMPLE

**John  
Smith**

Business partner

ORGANIZATION LLC

**Johana  
Bigfoot**

HR director

ORGANIZATION LLC

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## Key job competencies

Poor employee understanding and behavioral incompatibility with the position (Soft skills) lead to rapid fatigue, low levels of commitment, conflicts and decreased productivity.  
Use this chapter to pinpoint the key competencies of the position being analyzed.

- Team work skills.
- Ability to offer and accept help.
- Ability to moderate personal ambitions for the sake of team needs.
- Loyalty and liberalism.
- Creativeness and quick wit.
- Ability to speak figuratively and convincingly.
- Ability to accept people from their positive sides.
- Outgoingness and openness.
- Non-intrusiveness and selflessness.
- Informality and relaxedness.
- Friendliness and decency.
- Ability to pass constructive and correct critical judgment onto exceedingly unrealistic propositions.
- Constructivism.
- Ability to present oneself; unique personal style.
- Ability to ease tense situations with humor.
- Non-authoritativeness.
- Flexibility of behavior, ability to adapt.
- Ability to anticipate unwanted situations.

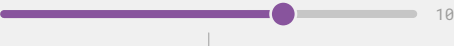

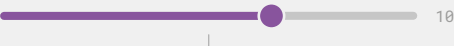







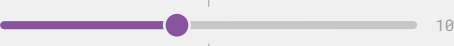

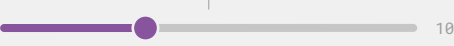





# A generalized analysis of job competencies

This chapter make an overview of the level needed of behavioral competences for the Lob position being analyzed. These are the qualities that should be demonstrated on the level indicated by the employee, when he is in the situation comfortable for him, not under stress and he is not making an effort to conform to a situation.

● Job Profile

0		10	<b>6.9</b> A focus on broad communication and networking
0		10	<b>6.7</b> Optimism and trustfulness
0		10	<b>6.6</b> Cooperation and teamwork
0		10	<b>6.4</b> Ability to negotiate, find common ground
0		10	<b>5.5</b> Stress tolerance. Poise
0		10	<b>5.3</b> Creativity
0		10	<b>4.7</b> Loyalty. Commitment to ideas, people, norms, the Status Quo
0		10	<b>4.7</b> Traditionalism. Orientation towards previous experiences
0		10	<b>4.6</b> Orientation towards novelty and a high pace of action
0		10	<b>4.4</b> Independent decision making
0		10	<b>4.2</b> Adaptability to the requirements of others
0		10	<b>3.7</b> Result orientation
0		10	<b>3.4</b> Self organization
0		10	<b>3.2</b> Gathering and organising information

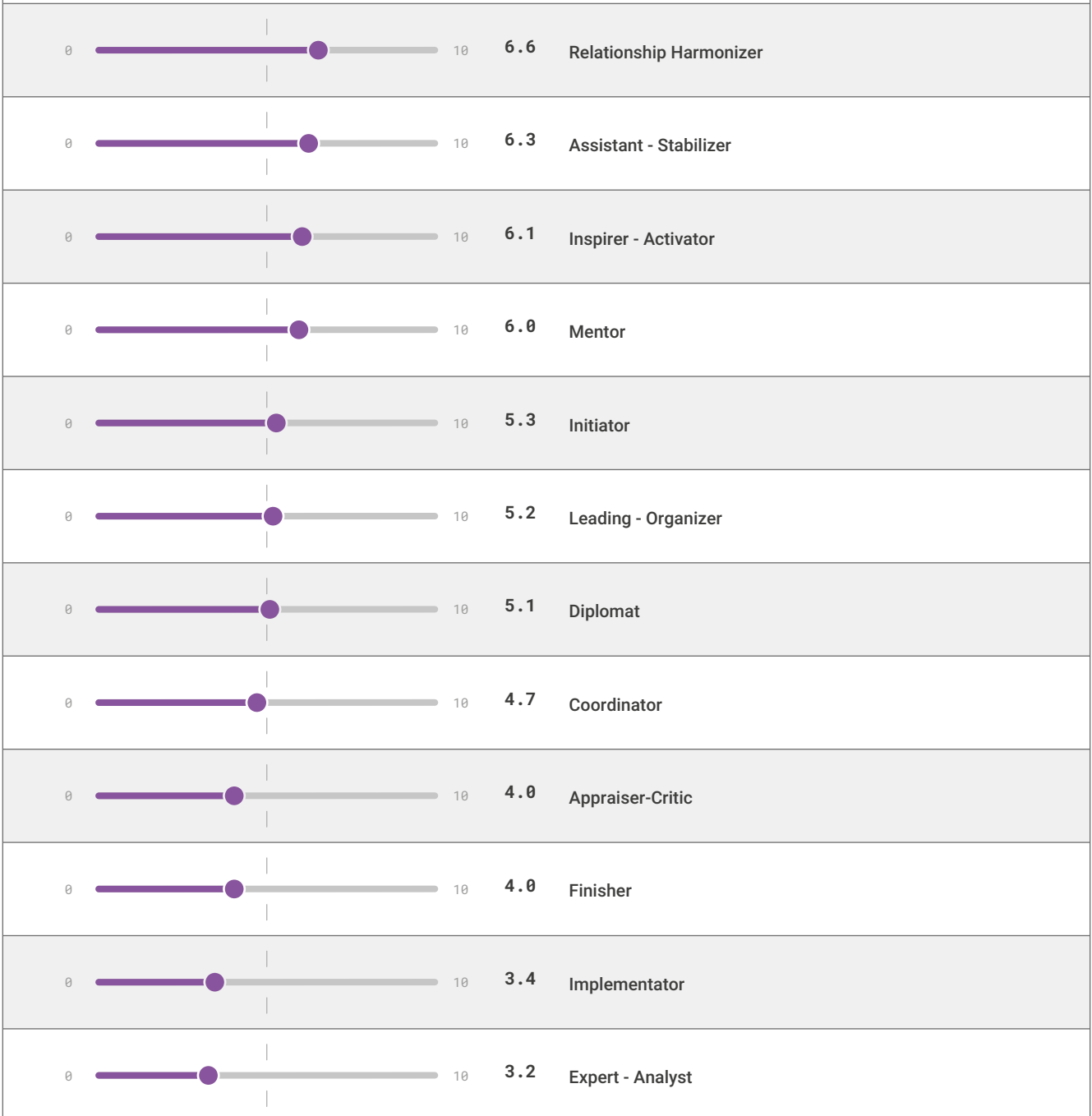




## Role position in the team

Each person can fulfill certain roles with better or worse returns. This chapter analyzes the Job Profile in terms of his preferred work in different positions. If an employee matches this profile, then this ratio of the work roles performed by him will be optimal for him.

● Job Profile



## Job Profile - Instructions for Reading DISC Graph

### INSTRUCTIONS FOR USE

The Job Profile graph is based on the DISC behavioral model and allows you to visualize its correlation with the personal style graphs of employees or applicants. It displays the required manifestation of 4 factors of Dominance, Influence, Steadiness and Compliance.

### HOW TO USE THE TOOL:

- Analyze the Job Profile Graph
- Compare the Job Profile graph with the personal DISC graphs of job seekers or employees.
- Analyze the compatibility of the employee (s) with the Position
- Evaluate the correctness of the adaptation of the employee regarding the Position Profile
- Recognize and prevent stress "I am Work"
- Outline strategies to improve the interaction of one employee or a group of employees with the Position
- Rate the staffing of the team

If you are faced with the task of analyzing the dynamics of the whole team and get the helicopter view of the interaction in the team in relation to the requirements of the Position, it will be useful to resort to the Rose INSUNRISE® tool by comparing the style indicators of the Position and the group of employees you are interested in on the field of one pie chart, having seen the alignment with bird's-eye view (helicopter view).

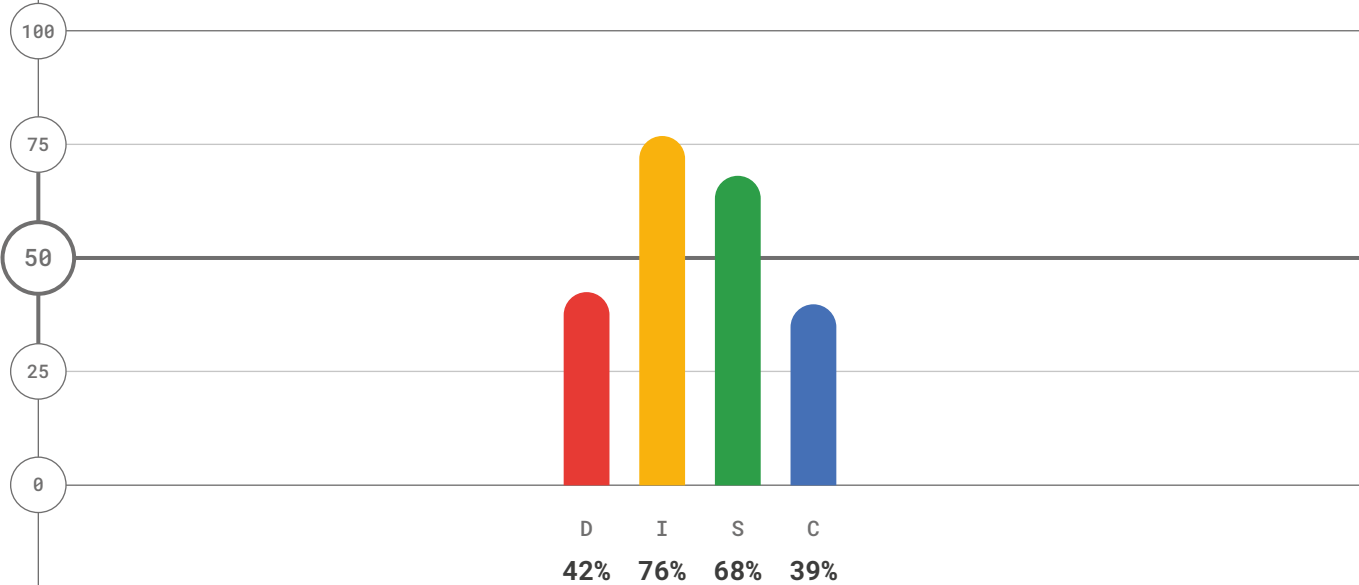
This technique will allow you to quickly identify the balance of power, staffing levels, conflict zones that exist between people. You will also have the opportunity to determine where exactly the interaction and understanding between team members can be improved.

Use only the best tools for measurable results!

Always with you, INSUNRISE Psychometrix Inc.

# JOB STYLE - DISC Graph

JOB POSITION GRAPH



behavioral role

**INSPIRING ASSISTANT**

JOB PROFILE



**INITIATOR**

Initiative, Influence, Motivation, Change

**LEADER**  
Results  
Competition  
Innovation

**INSPIRER**  
Positivism  
Contacts  
Involvement

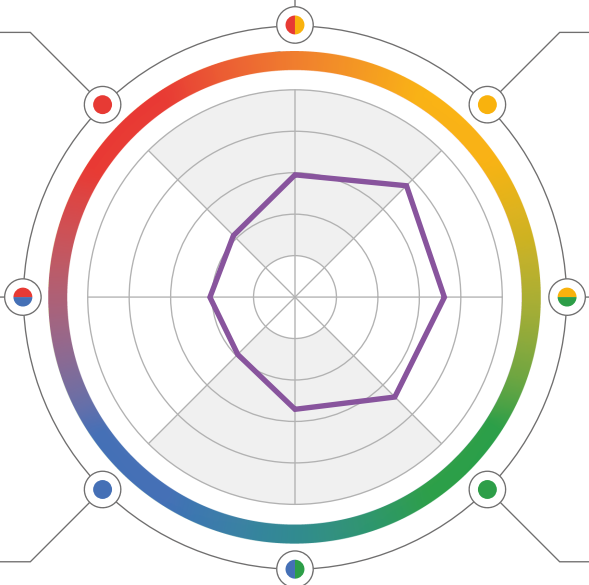
**IMPLEMENTOR**  
Formality  
Reform  
Implementation

**TEAM-WORKER**  
Responsiveness  
Friendliness  
Discussion

**ANALYST**  
Facts, Norms  
System, Analysis  
Instructions

**COORDINATOR**  
Accuracy  
Coordination  
Routine

**ASSISTANT**  
Calmness  
Steadiness  
Support



## INSUNRISE ROSE - Instructions

INSUNRISE ROSE is Helicopter view diagram and a powerful multifunctional tool that can be applied independently or combined both, with the individual or Job Profile reports.

It was developed on the basis of DISC behaviour model in order to help visualize the Job style on the field of a DISC diagram and thereby simplify its comparative analysis with employees styles.

### WHAT TO DO

1. Correlate Position Indicator (the square in the Rose field) with corresponding descriptions in that sector. If the Indicator is shifted to the center, you should take into additional account descriptions in the diametrically opposite sector.
2. Place Natural Profiles (circle) and Adapted (triangle) behavior of the candidate you are interested in in the Rose field (see Personal style report) to determine their distance from Position Indicator (square). Their remoteness will indicate existing or potential stress of the "I am my work" type, which reduces productivity and motivation.
3. To facilitate decision-making on intra-frame movements, it is sufficient to combine Employee Profiles and Job Profiles in the field of the same Rose. Analysis is carried out according to the principle described in paragraph 2.

It is well known that firms hire employees based on their qualifications, but are fired, in most cases, because of personal qualities that do not suit the organization (the so-called "human factor"). This is the most important argument in favor of preliminary testing of behavioral characteristics of people for positions.

### NOTE THAT:

- No position on the Rose is better or more profitable than any other. It is important how this or that behavior is required for the position analyzed.
- Each position of the Rose allows for adaptation and interaction.
- Each position of the Rose has its own strengths and weaknesses.
- Our aim is to clarify and fix this information so that the applicant can consciously approach adaptation in their behavior.



# INSUNRISE Rose® - Job Profile

