

CANDIDATE**John Sample****Position: cons****CASE NO: 7004****2/21/2010 Time: 3:30****Consultant: George W. Tucker****Fee:****CLIENT NO: TE0100****COMPANY: Company Name****Manager Name****Ph: 813-633-1964**

CASE Studies© - 2000

Summary Statements

It appears, counting all areas on the next page, including the PEACSCORE©, that this candidate has 7 items where the score is above five. A high FIT PEAC counts only if the PEACSCORE© is also high. This is out of fourteen categories. Scores above five are generally considered acceptable, where 6 to 10 indicates correspondingly higher skills and techniques. Definite trouble areas, should there be any, will be identified by the score of four or less after the subject title on the next page, and will require a great deal more attention than any of the others.

With 7 areas in the higher end of the scale, this will give the individual a good rating, in our opinion. Remember, many of these low areas, if applicable, are trainable. Those that are personality HABITS, may require more time than you want to give! Each category addressed may require additional time from you or a training manager. Balance the time you have available against the estimated effort to see if you can spare it for this individual!

With an increased number of these characteristics above five, an individual will appear correspondingly better talented in what they have learned to do with their profile- a learned behavior, if you will. The ratings here are very close to actual performance, in that most high and very high scores do reasonably well, few fair to poor scores have succeeded, and those in the middle are, nicely enough, about 50-50 successful!

With the performance in the CASE Studies© very different from what the PEAC SYSTEM® basic profile indicates, then this individual is probably operating on stress energy in an attempt to put up their own definition of an acceptable facade. In this case, this facade varies from a good PEAC SYSTEM® profile and we might assume that the individual has not yet learned how to use the profile they have, properly, or has a misaligned idea of what sales is all about! Either these, or the candidate is downplaying their natural profile for some environmental reason we cannot pick up. Assuming honesty in the PEAC SYSTEM® response sheet from them, you would then encourage them to be themselves, with training back to the basic profile in order.

The indicators here prevent a high recommendation, but it is important to note that there are factors that influence this form of testing. Simple lack of knowledge, in what to do, can create poor communication. We at The PEAC SYSTEM®, however, spend nearly an hour with the individual, which, for most people, will give them time to settle down and be more natural. Our grading is weighted more towards the second half hour, then, to avoid the earlier nervousness.

Again, with 7 areas in the higher end of the scale, this will give the individual a good rating, in our opinion. Please bear in mind, no testing service is capable of entirely replacing the regular hiring procedure. It is only a part of the program, an assist to the decision making process. You still need to do the references and verify normal behavior!