



***Confidential
Succession Planning Report***

for

Joe Sample

Tuesday, November 16, 2004



**705-B Street Andrews Blvd.
Charleston, SC 29407
843-225-2840**

Succession Planning

Career pathing or succession planning is important to employee satisfaction as well as to positive organizational growth. Knowing where people may fit in the future can also help you design your training for them.

McClain Group, LLC has developed customized Job Match Patterns for several positions in the organization. This list shows how Joe Sample matches the Job Match Patterns for these different positions. The overall percent match reflects his Thinking Style, Occupational Interests and Behavioral Traits combined.

You should select appropriate positions from the Job Match Patterns listed here and generate reports for Joe that are specific to those positions. These reports will provide very detailed information about Joe to include coaching comments and interviewing ideas for succession planning. Please note this report does not measure or consider the candidate's education, training, or experience, nor does it indicate job skill requirements.

<u>Position</u>	<u>Job Match Percent</u>
General Manager-Entertainment	91%
HUMAN RESOURCE MANAGER	83%

NOTICE:

As discussed in the User's Guide for this product, this job pattern approach to matching individuals to a position provides information of great value and should be an important part of the placement decision. However, the user is reminded that the results from any test should never make up more than a third of the final decision.