

Comparative Report For: Jack Ritter
Role Compared To: Security Guards
Role Fit Index: 8

The following is this individual's job role comparative report. The purpose is to show how this individual's personal skills and working style compare to that of the specific role selected.

Working Styles	Capacity	Estimated Level
High Degree of Discipline, Self Control	8	
Driven, Focused and Stress Resistant	8	
Driven, Not Easily Distracted	6	
Strong Will to Achieve	7	
Attentive to Completion / Follow Through	7	
Team Player / Looks for Win-Wins	6	
Acceptance / Interest in Other's Ideas	6	
Comfortable / Natural Leader	6	
Strives to Achieve Quotas	4	
Reliable, Committed Person of Integrity	8	
Personal Skills		
Attentive Listener / Interested in Others	7	
Calm / Natural Facilitator	10	
Rational / Objective Decision Maker	6	
Flexible to the Needs of Situations	6	
Manages to the Bottom Line	9	
Politically Sensitive / Savvy	10	
Masters Technical Details	9	
Service Oriented / Interested in Others	3	
Comfortable with Persuasive Presentations	6	
Makes Impartial / Objective Opinions	7	

**Please note this is not a performance evaluation. It is an estimate of this individual's probable comfort level, or the level of natural energy they possess when they are called upon to perform a specific competency at work in this role.*

-  =High capacity to consistently perform this behavior on the job selected
-  =Moderate capacity to consistently perform this behavior on the job selected
-  =Low capacity to consistently perform this behavior on the job selected

Summary of Key Tasks: Security Guards

Monitor and authorize entrance and departure of employees, visitors, and other persons to guard against theft and maintain security of premises.

Write reports of daily activities and irregularities such as equipment or property damage, theft, presence of unauthorized persons, or unusual occurrences.

Call police or fire departments in cases of emergency, such as fire or presence of unauthorized persons.

Answer alarms and investigate disturbances.

Circulate among visitors, patrons, or employees to preserve order and protect property.

Patrol industrial or commercial premises to prevent and detect signs of intrusion and ensure security of doors, windows, and gates.

Escort or drive motor vehicle to transport individuals to specified locations or to provide personal protection.

Operate detecting devices to screen individuals and prevent passage of prohibited articles into restricted areas.

Answer telephone calls to take messages, answer questions, and provide information during non-business hours or when switchboard is closed.

Warn persons of rule infractions or violations, and apprehend or evict violators from premises, using force when necessary.

Working Styles:

High Degree of Discipline, Self Control - Maintains composure in face of temptations, follows regular patterns

Driven, Focused and Stress Resistant - Works well under pressure, high desire to succeed in business

Driven, Not Easily Distracted - Pushes for results, manages time and priorities effectively

Strong Will to Achieve - Wants to have an impact and influence, committed to making a difference

Attentive to Completion / Follow Through - Stays focused on priorities, perseveres until finished

Team Player / Looks for Win-Wins - Committed to building the spirit of the team, puts team first

Acceptance / Interest in Other's Ideas - Easy to work with, maintains a good relationship with a variety of people

Comfortable / Natural Leader - Can make tough decisions, enjoys being a coordinator, director

Strives to Achieve Quotas - Resilient, optimistic person who takes pride in the ability to persuade others

Reliable, Committed Person of Integrity - Maintains confidentiality, is consistent, reliable, etc

Personal Skills:

Attentive Listener / Interested in Others - Understands others before expressing self, capable of keeping ego in check

Calm / Natural Facilitator - Good at negotiating win-win solutions, managing conflict, involving others

Rational / Objective Decision Maker - Is comfortable at solving problems and formulating strategies

Politically Sensitive / Savvy - Comfortable around persons at all levels, appropriately tough or soft as needed

Masters Technical Details - Shows mastery of knowledge about the job, easily learns new technologies

Service Oriented / Interested in Others - Driven by the desire to serve the customer and meet their needs

Flexible to the Needs of Situations - Willing to shift priorities as needed, comfortable wearing many hats

Manages to the Bottom Line - Maximizes revenue, net income and cash flow, uses resources wisely

Makes Impartial / Objective Opinions - Evaluates impartially, keeps personal interests out of judgments

Comfortable with Persuasive Presentations - Confident in front of groups, takes pride in presenting