











Importance	Behaviour dimension	Job/Benchmark	vs Actual	Match	Comments – The candidate's preference for:	
Potentially counter-productive	Innovating	19		27	Strong Match	The candidate's preference for creativity, imagination, abstract thinking, innovation, and the generation of new ideas appears to be a strong match with the agreed benchmark for this behavioural dimension.
Unhelpful or Not relevant	Initiating	44		12	Likely Mismatch	The candidate's preference for initiating contacts, networking, persuading others, selling ideas and juggling several tasks at the same time appears to be a likely mismatch with the agreed benchmark for this behavioural dimension.
Very important	Supporting	81		77	Strong Match	The candidate's preference for putting people at ease, building team spirit, mediating conflict, being empathetic and caring for others appears to be a strong match with the agreed benchmark for this behavioural dimension.
Important	Coordinating	69		66	Strong Match	The candidate's preference for working co-operatively, seeking consensus, enabling others to take part and consulting others appears to be a strong match with the agreed benchmark for this behavioural dimension.
Critical for excellence	Focusing	94		42	Mismatch	The candidate's preference for being forthright and outspoken, taking tough decisions and working in an aggressive environment appears to be a mismatch with the agreed benchmark for this behavioural dimension.
Potentially counter-productive	Delivering	6		55	Likely Mismatch	The candidate's preference for taking charge, being assertive, meeting tight deadlines, working independently and being driven by a need to win appears to be a likely mismatch with the agreed benchmark for this behavioural dimension.
Potentially counter-productive	Finishing	31		86	Mismatch	The candidate's preference for paying attention to details, delivering quality and accuracy, being good at follow through and following procedures appears to be a mismatch with the agreed benchmark for this behavioural dimension.
Occasionally useful	Evaluating	56		93	Likely Mismatch	The candidate's preference for checking large amounts of complex data, analysing information, evaluating options and making dispassionate judgements appears to be a likely mismatch with the agreed benchmark for this behavioural dimension.