

Here is an example of how the ProScan assessment tool can be used create a JobModel for a church's ideal candidate when a PNC works with a Flourish Navigator. The circled letters in black show how the pastor's ProScan results fits inside or outside the specific JobModel created by the PNC. The dark blue squares show the PNC's ideal candidate and the light blue show the range of what the PNC is looking for in a new pastor.

Applicant Match Intensity Chart

■ = Sample

○ = Sample Applicant

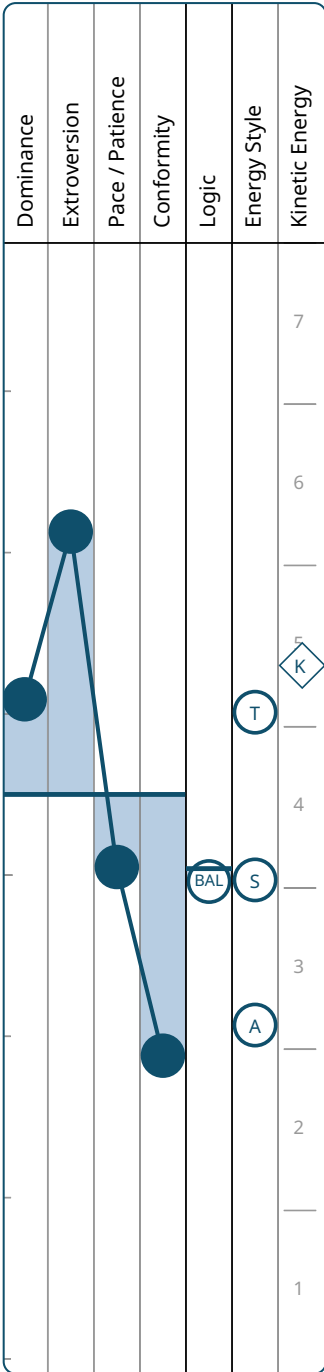
Dominance Take-charge Trait	Extroversion People Trait	Pace Patience Trait	Conformity Systems Trait	Logic Decision Basis	Energy Style			Energy Level Kinetic
					T	A	S	
Intimidating Bold Forceful Abrasive Commanding Fearless Daring Demanding	Overwhelming Flamboyant Verbose Promoter Convincing Gregarious Pleaser Effusive	Resist change Unhurried Determined Tenacious Deliberate Persistent Avoid conflict Resilient	Judgmental Perfectionistic Uncompromising Exacting Meticulous Vigilant Strict Orthodox	Fact/Analytical Rely on established theory				Zone 7 An awesome energy force - can conquer almost any goal or task - have mental/physical power for sustained, complex endeavors
Authoritative Courageous Direct Visionary Inventive Venturous Quick-witted Analytical	Eager Inspirational Expressive Empathetic Trusting Exciting Inclusive Motivational	Sympathetic Sensitive Warm Harmonious Enduring Steady Consistent Thorough	Systematic Precise Prudent Diligent Conscientious Dedicated Disciplined Conventional	Need factual proof				Zone 6 An endless resource of energy - require extensive projects or diverse activities to channel this major force
Firm Competitive Decisive Definite Assertive Self-assured Innovative Originator	Articulate Optimistic Sociable Responsive Fun-loving Enthusiastic Persuasive Verbal	Constant Dependable Rhythmic Methodical Informal Casual Good-natured Cooperative	Specialist Procedural Focused Dutiful Loyal Committed Detailed Accurate	Seek uniform fact-finding procedures	T			Zone 5 Significant capacity for accomplishing tasks - achieve goals with high success - need extra activities to utilize energy
Certain Confident Curious	Participative Poised Friendly	Easy-going Amiable Pleasant	Structured Careful Orderly	Examine empirical evidence			S	Zone 4 Ample energy to complete more than required tasks and expected goals - complete tasks productively - accommodate additional activities
Moderate Supportive Amenable	Sincere Congenial Genuine	Adjustability Like change Versatile	Open-minded Generalist Less-detailed	Validate inner sense		A	S	Zone 3 Sufficient energy to meet requirements of today's jobs - focus on tasks - avoid overload
Collaborative Agreeable Modest Accepting Attentive Helpful Discreet Tolerant	Composed Contemplative Considerate Observant Imaginative Private Selective communicator	Active Spirited Restless Impatient Mobile Dynamic Seek change Lively	Big-picture Independent Avoid detail Free-spirited Flexible Creative Unconventional Individualistic	Use innate intuition and recognition			A	Zone 2 Capacity to complete tasks that are motive-driven - evaluate goals and focus accordingly - make every move count
Contributing Obliging Peaceable Gracious Accommodating Gentle Humble Temperate	Self-protective Mild-mannered Respectful Thinker Reflective Unpretentious Quiet Introspective	Swift Driving Pressing Hasty Spontaneous Instantaneous Fast-paced Impulsive	Adventurous Free-thinker Unconstrained Challenge rules Carefree Autonomous Uninhibited Self-governing	Respond instinctively				Zone 1 Limited capacity, allocate efforts in order to succeed - identify priority(s) in life - direct efforts toward specific task
Undemanding Deferring Non-controlling Tentative Hesitant Placid Yielding Complacent	Reserved Shy Circumspect Skeptical Confidential Guarded Undemonstrative Solitary	Impetuous Impelling Abrupt Coiled-spring Sporadic Short-fused Volatile Explosive	Non-detailed Free-wheeling Resistant Controversial Contrary Anti-bureaucratic Adversarial Nonconforming	Rely on initial viewpoint				
Supportive	Reserved	Urgent	Independent	Feeling/Intuition	T	A	S	K

On the left we see the applicants ProScan results. On the right we see how the applicant fits into the JobModel. The middle section shows the range of the actual match and the match score.

Applicant

Sample Applicant

Surveyed: 11/18/2019



Comparison Chart



1. Compare applicant's and job model's basic traits:

Basic traits	Trait envelope match (In / Out)	Potential trait adjustment for job	Important job trait
Dominance	In	—	
Extroversion	In	—	
Pace	In	—	
Conformity	In	—	
Logic	Out	Extreme (down)	
Energy Style	In - Thrust	—	
Kinetic Energy	In	—	

2. Compare profile shapes and resulting trait pairs:

Applicant's profile configuration is different from the job model's profile.

Trait Pairs	Applicant	Model	Match
Persuasive/Seller	✓	✓	✓
Seeks Change/Innovative	✓		X
Easygoing		✓	X
Hard charging	✓		X
Fast, fluent communicator	✓		X
Confident risk taker	✓	✓	✓

3. Based on the above information, the match score is:

81%

4. Review priority stress—applicant is showing major stress for the following priority traits:

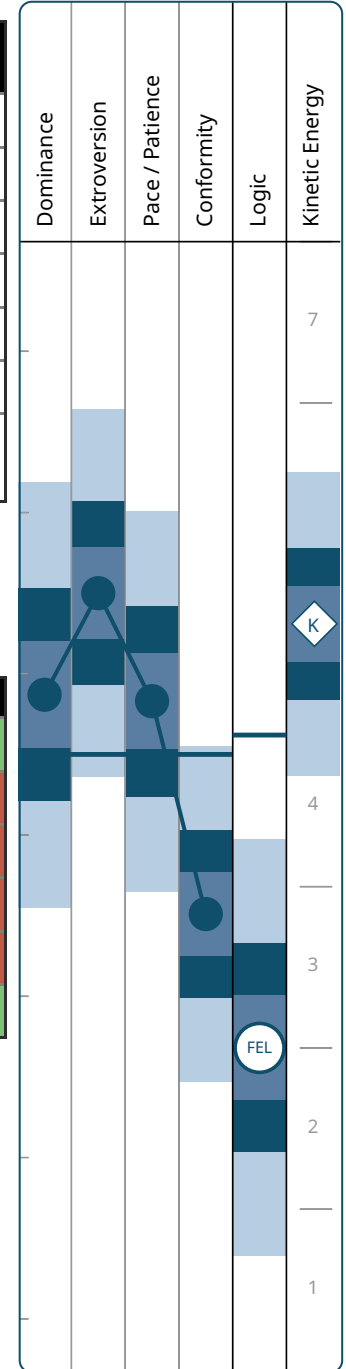
Dominance, Pace, Conformity, Logic

Note: Use the Candidate Interview report to uncover if stress is work related (what the circumstances are and how to avoid in the future) or personal (may bring stress to job if hired).

Job Model

Sample

Created: 10/19/2019



PNC’s and Flourish Navigators can use these types of questions to prompt and guide interviews and reference checks to better understand the skills, strengths and motivations of each person based on their innate wiring. These are a few “sample sections” to review to explore where candidates might fall inside and outside the range of a match.

Interviewing Guide

Structured job matching interviewing questions for behavioral and performance skills.

Position: _____ **Interviewer:** _____ **Date:** _____

In order to conduct an informative structured interview, be sure to complete a full study of the job description prior to the interview. This study should outline the job skills required for the job (i.e., word processing, heavy equipment operation, computer programming, etc...) as well as the performance skills of the job (i.e., talking with customers, solving problems, organization, etc...).

Define the Job Model for this job using JobScan. Carefully review the Job Model narrative description.

Use the questions below and adjust each to relate specifically to the position. Allow time for the interviewee to think about their answers and insist on specific past examples. Inform the interviewee that you will be taking notes in order to evaluate all candidates for this position based on their specific job-related experiences. Interviewer's notes should include: 1. Situation, 2. Task, 3. Action and 4. Results.

The following questions are based on the match of the applicant's traits to the Job Model and are designed to:

1. Confirm applicant's experience in making behavioral adjustments when the applicant's trait is either higher or lower than that same trait in the Job Model.
2. Confirm the applicant's experience and understanding of the best use of Basic/Natural traits that are shown to be a close match to the Job Model.

Applicant's **Dominance is a close match** to what is required by the Job Model.

Questions

Applicant's Response
(Situation, Task, Action, Results)

Think of a situation in which you were required to take an authoritative stance and tell others what to do.

Describe how you gave directions.

How did you make certain that the directions were carried out?

Rating : (low) 1 2 3 4 5 (high)

Applicant's **Extroversion is higher** than the Job Model.

Questions

Applicant's Response
(Situation, Task, Action, Results)

Describe an example of persuading someone, or a group of people, to accept a new idea?

What did you say and do to accomplish this?

Has there ever been a time when you needed to become much more outgoing and expressive around people you did not know well? Tell me about that.

Rating : (low) 1 2 3 4 5 (high)

Applicants **Pace is lower** than the Job Model.

Questions

Applicant's Response
(Situation, Task, Action, Results)

Describe your responses to a previous situation in which you had to repeat an activity over and over again in a routine manner.

How difficult was this to do effectively?

Rating : (low) 1 2 3 4 5 (high)

Applicant's **Conformity is a close match** to what is required by the Job Model.

Questions

Applicant's Response
(Situation, Task, Action, Results)

Think of a time when you were in a position that did not have standard procedures.

How did you handle that in order to accomplish the results needed?

Rating : (low) 1 2 3 4 5 (high)

Applicant's **Logic is higher** than the Job Model.

Questions

Applicant's Response
(Situation, Task, Action, Results)

Have you been in a situation when you had to make decisions, but were unable to get hard data?

What course of action did you take?

How did you make the decision?

Rating : (low) 1 2 3 4 5 (high)

Applicant's **Energy level is a close match** to what is required by the Job Model.

Questions

Applicant's Response
(Situation, Task, Action, Results)

Think about a specific time when you had only one project to complete.

Did you look for more activities or projects?

What happened in this situation?

Rating : (low) 1 2 3 4 5 (high)