



Some feedback on the newly launched Personal Feedback Reports: “The accuracy of the report is scary, I learnt so much about myself and everything is true!” “It is off the chart amazing and comprehensive!”

The interactive individual feedback report can be accessed and utilised at no extra cost. The PDF download of the report comes at a special launch price until the end of October 2010.

You can look forward to our next release where individuals will be able to purchase their own feedback reports online!
[View Sample Feedback Report](#)

Shadowmatch Interview Pack: A case study

One of our respected Shadowmatch clients recently realised the value of the Shadowmatch interview packs. He had two candidates shortlisted for a specific job. The one was a good match to the benchmark group, however, on face value, he liked the one who wasn't such a good match more. Upon advice from his superior, he decided to interview both, hoping that the one that he liked more will come out strong during the interview process...



[View sample](#)

How does the



Packs work?

The interview pack fulfils a specific purpose towards optimal placement of people. The system compares the habits of an individual to the consolidated habits of the top performers. The interview packs provides the interviewer with a framework to observe how these habits function in the practical manifestation of an applicant's behaviour.

The working of the system is very simple. It creates an interview pack with ten questions. The Shadowmatch system administrator / user is prompted to choose a date, time and venue for the interview. The user needs to capture the names of the panel members (if more than one person will be conducting the interview). After this has been set-up, the system creates the questions and e-mails the interview pack to the respective panel members.

The interview questions are based on the habits of the top performers. All candidates that are interviewed for a position in the same department / area as the top performers, will get the same questions. Why the same questions? Because firstly it is a labour law requirement in South Africa and secondly, it allows for a fair, scientific comparison which in turn leads to an informed placement decision. After the interview has been conducted, the candidate's score is captured on the Shadowmatch system and the average is being calculated by the Shadowmatch system.