

Recruitment Specification

Company: Demo Company
Department: Department 3
Manager: Manager
Date of request: 30 January 2009

Introduction

Shadowmatch identifies the habits of people that are successful in performing a specific task in a specific working environment and provides the ability to compare the habits of individuals to the habits of the successful people. This functionality provides users of the system with a benchmark / shadow of habits necessary to succeed in doing the same job under the same conditions as those that were selected to create the benchmark (group of top performers).

Task Description

A short description of the task will be captured in this field.

Critical Habits

In this department the following were identified as critical habits and need to be present in the behaviour of the candidate in order to ensure success in this job:

Habit	Description
Responsiveness:	The habit of acting immediately and quickly is important for success in this job.
Problem Solving:	A strong habit in engaging with challenges on a conceptual, social and practical level and successfully managing these difficulties/ challenges towards resolving them.
Resilience:	The habit of overcoming challenges despite difficulties experienced. Stick with the task and finish it, even if serious set- backs have to be faced. The person needs to complete the task and have the habit of doing whatever is necessary to finish.
Self Confidence:	A strong habit of acting with conviction and staying with a decision that has been made, trusting own abilities, qualities and judgment.
Discipline:	The habit of working under extreme levels of discipline, in a highly disciplined working environment where adherence to structure, rules and regulations and time- frames are imperative.
Conceptual Application:	This job requires a very strong application of an individual's conceptual abilities.
Task Efficiency:	The effectiveness in doing a job: Good.
Attitude:	Involved and unaggressive/ kind. When pushed to the point of radical behaviour to overcome challenges, an attitude of assertive involvement is necessary.

The following attitude should NOT be displayed doing this job in this environment:

Assertive behaviour without involvement.