



MVP REPORT™ (MOST VALUABLE PROFILE)

MVP REPORT

Acme Corporation
Sales Rep Candidates / demo

August 22, 2008

TARGET  **TEAMS**

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Congratulations on Creating a Sophisticated Job Benchmark—Focusing on the Needs of the Job as Well as the Needs of Your Job Candidates!

Over the past several weeks, you made an important investment in creating a Job Benchmark for your open position. This valuable Job Benchmark will allow you to focus exclusively on the non-negotiable, critical tasks and responsibilities required for success in this role.

Target Teams' MVP Report™ uses the work you've just concluded and makes your "ideal candidate" live—someone you can read about and "get to know"—so you know them when you see them. This MVP Report™ will enable your interviewing team to "try on" the new candidate and prepare your organization to accept, support, on board, mentor and coach this new employee for long term success.

We salute you for recognizing the value of matching a candidate's natural strengths to the requirements of this role and wish you the best of success in the future.



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Part 1 – Description of Your Ideal Job Candidate’s Performance Style (DISC)

This Performance Style (DISC) Report is based exclusively on the work you’ve completed to understand more about the preferred method of completing tasks as well as the preferred communication style for this role.

The following description will focus on the candidate’s “Actual or Natural” performance style – the style that is most instinctive for your job candidates. The goal is to hire candidates whose natural performance and communication’s strengths fit extraordinarily well with the role requirements—truly a job match.



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Executive Overview

What follows is a high level overview describing your Ideal Candidate's performance style characteristics. These characteristics are the preferred approach to performing in this particular role as well as your MVP's instinctual approach when leading and communicating with others.

MVP tends to be a confident and independent person who is a self-starter and has a strong competitive edge. He/she is able to combine both direction of others and persuasion of others into a powerful skill of inspiring others to reach their maximum potential. MVP's high level of decisiveness is coupled with high influencing skills. MVP sets high operational goals for him/herself and others, and expects all involved to provide 100% effort.

MVP has a strong orientation toward getting the project completed quickly and successfully, and maximizing the performance of the team in the process. MVP is poised, confident, and very articulate in front of large or small groups. He/she will react, adjust, and modify his/her behavior in a variety of situations. MVP likes to maintain control over the project or systems activities.

MVP is able to think quickly on his/her feet. He/she is a strong competitor, and very active self-starter. He/she will be a very active team member who makes things happen, and doesn't wait for things to happen. MVP is able to project an image of openness and friendship to others, even while maintaining self-control and an ability to distance from others when necessary. MVP has very strong verbal and persuasive skills.

MVP can be very charming in persuading others when the climate is favorable, and firm when confronting a hostile situation. His/her pace of personal operations is faster than many people, and may be a primary example of "multi-tasking". MVP shows the rare skill of being able to influence people (in a positive way) without their noticing the influencing. He/she projects emotional strength and a leadership power in working with others.



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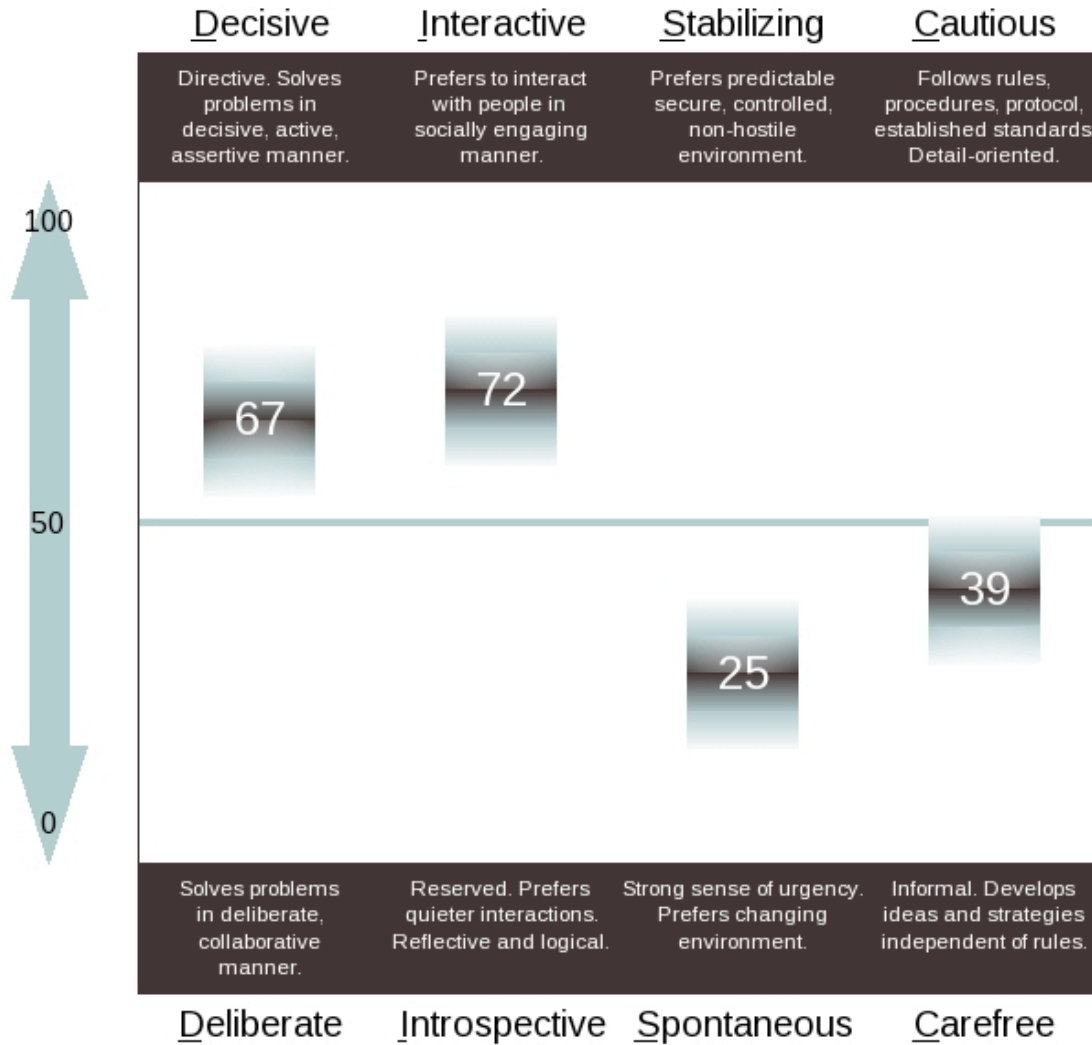
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MVP's Actual Performance and Communication Style

Each column measures a different set of characteristics. Each will describe a particular performance style and communications preference. Note that a score near the top of the column is not necessarily positive. Similarly, a score near the bottom of the column is not necessarily negative.



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Primary Strengths Around “How” Your Ideal Candidate Will Prefer to Implement Their Responsibilities

What follows is a list of characteristics and behaviors that your ideal job candidate will bring to their organization and team. In an optimal working environment, these strengths will be utilized by the manager and team to create a mutual win.

- MVP will work in an assertive, "take charge" and aggressive manner to achieve the goals required for the team, and the organization at large.
- MVP will set high goals, then work hard with other people, to achieve those goals.
- He/she is able to correct others, in an appropriate manner, to achieve a win-win situation.
- He/she is a very active member of the team in all that he/she does.
- His/her assessment scores indicate a strong tendency to work towards "making things happen", rather than "waiting for things to happen".
- He/she will demand high performance of him/herself, as well as others on the team.
- MVP will do an excellent job of quickly initiating activity and direction for the team or organization.
- MVP will initiate new ideas and do an excellent job of promoting them to others and gathering support for them by generating excitement around them.
- He/she will be able to carry a new initiative or message, to new audience, a new region, or a new set of direct reports and to build trust, credibility and rapport in a skillful manner.
- MVP will do an excellent job of leading new projects, initiatives, or territory for an organization. It will be natural for him/her to direct others.
- He/she is able to juggle many projects and activities simultaneously, while being keenly aware of the status of each (in his/her head).
- MVP is very skilled at verbal expression. He/she will be able to deliver the same message using either a persuasive style or an authoritative style, with equal confidence.



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Optimal Work Environment for Your MVP

The sentences below detail the kind of role and the kind of business environment where MVP is likely to be most effective. In the kind of role and environment described, your MVP will feel valued for the performance and communications style that they prefer – their Actual Style. In the kind of business environment described below, they will experience less stress and will feel less of a need to modify or stretch their approach or style to fit into a role.

- An environment with an organizational eye toward the future will likely appeal to MVP.
- MVP is likely to enjoy very challenging assignments.
- He/she will seek out responsibilities that value and require a high level of decisiveness.
- He/she will enjoy assignments that involve him/her motivating and persuading a network of people.
- MVP will enjoy working on a variety of tasks, and many projects.
- Assignments that value and reward his/her high sense of urgency will be highly appealing.
- He/she is likely to enjoy an arena where he/she can verbalize him/her ideas and opinions.
- He/she will respond positively to an evaluation system based on results, not the process he/she used to achieve the results.
- MVP will enjoy the freedom to be mobile around the organization, and perhaps around the country.
- He/she will enjoy working with a leader, manager or board of directors that practice participatory leadership and management.
- An environment that rewards innovation is likely to appeal to MVP.



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Part 2 – Description of Your MVP's Ambitions

This Ambitions Report has been generated based exclusively on the work you've completed to identify key motivations and drivers of your open position. This report will provide details about deeply motivating and rewarding areas inherent in this particular role.

Ambitions drive performance.

They are the foundational element behind "Why" your MVP will do what they do, what will make them feel valued and fulfilled, what will drive them to action.

A better understanding of your MVP's Ambitions will help your hiring team and subsequent hiring manager:

- Be more focused, aligned and articulate in communicating the rewards of this role to your job candidates
- Be informed about the kind of rewards to build into your new employee's compensation plan (i.e. bonuses and commissions, opportunity to attend training, special recognition by the executive team, recognition for helping others in the organization, special assignment that values a highly creative and imaginative approach etc).
- Build creative loyalty programs that speak specifically to the deep desires of the individual.



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Executive Overview of Your MVP's Ambitions or Interests

The following paragraph provides an overview of your MVP's interest areas and drivers—their Ambitions. Ambitions give insight into why your MVP makes certain professional choices and the importance behind their requests. Your MVP's Ambitions will tell you how they will measure their own success, as well as the types of professional assignments they will find to be most fulfilling.

MVP will have an informal (vs. an absolute) approach to rules and regulations. He/she has altruistic scores close to the "typical professional" person's score. He/she will express strong, vocal opinions on topics that are important to him/her. MVP may not seek or choose an overtly unique leadership role for him/herself. He/she may enjoy being an active and supportive member of a team of professionals.

MVP will enjoy developing quick utilities and procedures that are a new way to look at or solve existing job responsibilities. MVP will prefer a very bottom-line and practical job culture vs. needing an aesthetically appealing environment. If it's practical and it works: fine. If it's an effort for creative beautification: It simply will not feel as important or as worthwhile. He/she will believe that continuous learning is healthy for the mind and body. MVP will show a strong work ethic that is obvious to others. He/she has worked hard on projects, shown persistence, and has reached goals without attending to more creative issues - therefore will not understand a need to focus on these at this point.

MVP will be able to make creative decisions and set new precedent when necessary. He/she will have strong ambitions to achieve and exceed goals and be the most successful he/she can be. MVP will be open and objective to understanding something in a new way -- he/she will be an "open book" around learning. He/she will have a strong ambition to embrace the "practical affairs" of the business world -- the production, marketing, and consumption of goods, the elaboration of credit, and the accumulation of tangible wealth.

A work culture, which places too much emphasis on creativity, individual expression, and self-realization, may be a less stimulating job culture for him/her and may actually hamper his/her ability to be productive. He/she can support and understand the positions of individuals with either the higher or lower Altruistic scores. MVP will enjoy participating in strong and opinionated conversations with others about important topics -- perceiving this to be a bit of a sport. MVP may sometimes spend great effort on a project without requiring significant personal recognition for his/her work.



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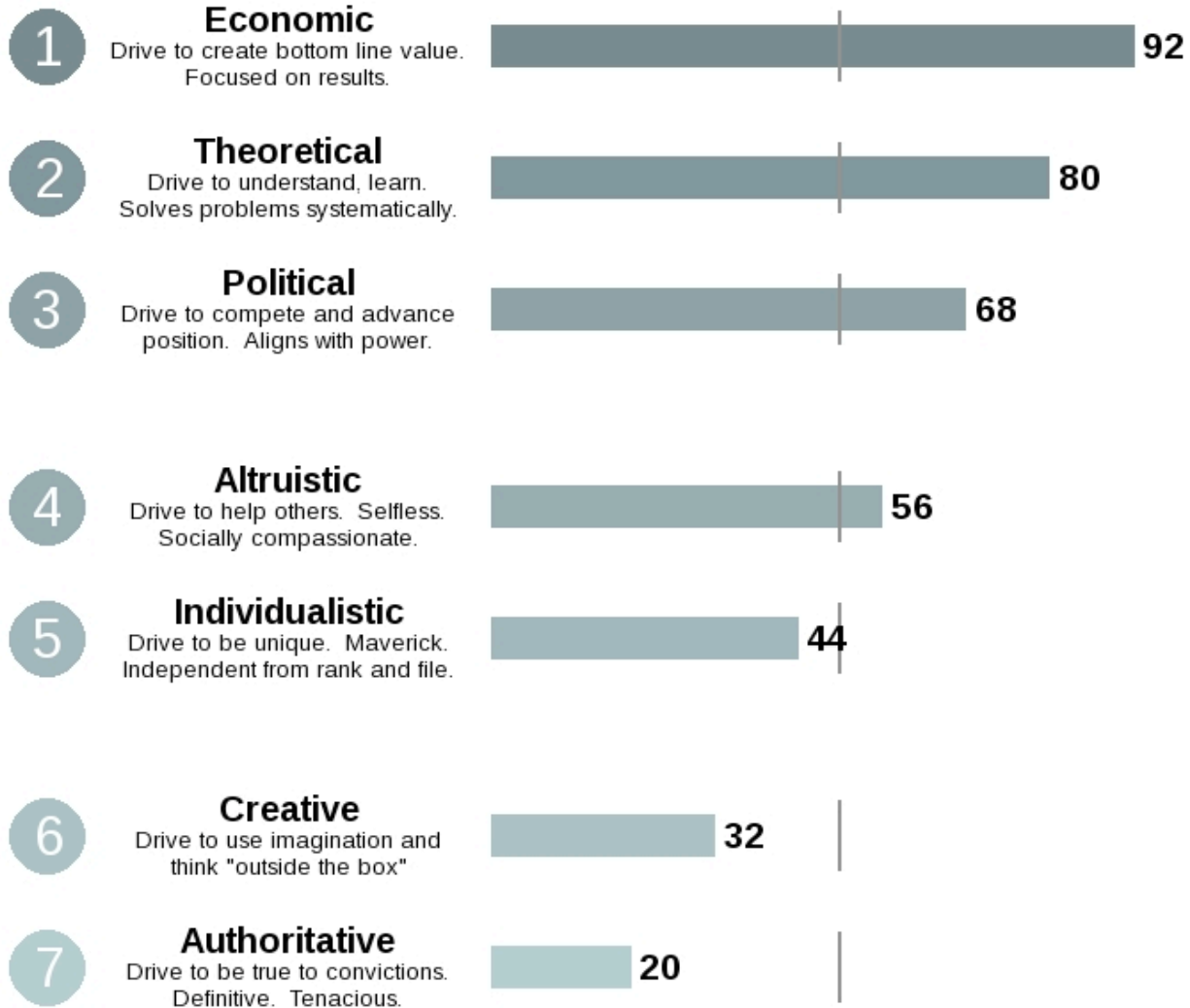
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Ambitions Graph

This graph is a visual depiction of 7 Ambitions ranked in order of importance to your MVP. Since your MVP's Ambitions are what drive them and make them feel fulfilled, it is important to understand which ones will have the most meaning to them. Your MVP's top 3 Ambitions are primary to their sense of job fulfillment and satisfaction.



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Your MVP's Primary Strengths

The sentences below detail the strengths that your MVP will bring to their role and team—based on their top Ambitions. If the work environment provides your MVP with the opportunity to leverage these strengths for maximum performance, they will be more productive and feel more fulfilled and committed to their team, their company and their work.

- MVP will generate new ideas -- nothing will be highly sacred or off-limits -- everything can be changed and is open to discussion.
- MVP will naturally have high goals around achieving and winning in a variety of areas.
- He/she may be judgmental of others who measure success based on something other than personal achievement or results.
- MVP will be able to identify and understand where the power is on a team or in an organization and will be able to work these relationships skillfully.
- MVP's ideas will tend to fit within the needs and structure of the existing culture or team vs. ideas that challenge or conflict with the existing culture.
- MVP will be skilled at befriending and aligning him/herself with the areas of power in an organization -- highly useful relationships when he/she needs approval for a project or goal.
- MVP is likely to operate in more of an "open system" -- taking much information in and changing his/her mind as new information becomes available.
- He/she will show an ability to help and go the extra mile, without a negative impact on his/her own responsibilities or workload.
- He/she will have a strong ability to read, study, and learn independently.
- MVP will tend to have more of a bottom-line practicality regarding the team, organization, or business responsibilities.



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Applying Information Contained in the MVP Report™

It is our hope that this MVP Report™ provides you and your hiring team with a deeper understanding of critical characteristics required in job candidate's for this role.

If your job candidate "fits" well within this role, they will gravitate towards doing the tasks associated with this role vs. trying to avoid what is required of them.

Matching job requirements with the natural characteristics results in "Job Fit".

Job Fit results in:

- Higher performance,
- Increased sales and profits
- Higher productivity
- Positive mental attitude
- Minimal mistakes
- Fewer conflicts, and
- Better attendance.

Excellent job fit results in the employee being willing to commit discretionary efforts to their jobs—a clear differentiator of top performers.

We wish you the very best of success in your hiring process!



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