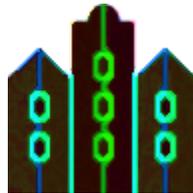


CherriPicking PERsonality Fitment Estimation & Comprehension Tool (PERFECT) Report



Company 'A'

Open Position Title

Reading the report guide / Content

- ❖ **Job Description – Slide 3**
This is the job description shared by you (Company) for a particular role. This is one critical document for predicting skills & experiences match score.
- ❖ **Organization Culture Uniqueness Snapshot – Slide 4**
This is the Company's culture and environment uniqueness prediction snapshot. Here we are predicting the organization's unique culture and environment. This has been arrived at using public information from multiple sources including company's website, social data, employees' data, interviews, blogs, news and lot others. This is a graphical representation of each scale.
- ❖ **Organization Culture Uniqueness Summary – Slide 5**
This is detailed out explanation of the Company's culture and environment uniqueness prediction. This explains what each rating means and how they translate in behaviour and action.
- ❖ **Fits & Misfits to the Organization – Slide 6**
Here it is predicted and explained as to what type of candidate will fit in well and won't fit in the company for whom the prediction has been done. It typically talks about an ideal candidate profile for Company A.
- ❖ **Candidate Comparative Fitment Score – Slide 7**
Here a comparative fitment score of each candidate is shared. The two scales display fitment prediction score for **1. Skills & Experiences match** and **2. Culture Fit match**
A variety of combinations is created keeping multiple parameters into consideration to arrive at this prediction. For example, a role of Graphic Designer may not require a high Finance Orientation, however, overall Finance Orientation for the organization is high. Our algorithm takes care of such variations and predicts keeping these points in consideration.
- ❖ **Candidate Personality Snapshot – Candidate 1 (Abhijit) – Slide 8**
This is the candidate's interests, values and preferences prediction snapshot with rating for each scale.
- ❖ **Executive Summary – Candidate 1 (Abhijit) – Slide 9**
This is the explanation for candidate's interests, values and preferences prediction of the rating scale. This explains what each rating means and how they translate in behaviour and action.
- ❖ **Preferences & Watch outs – Candidate 1 (Abhijit) – Slide 10**
This describes preferences – work style, work environment, type of work and possible watch outs of the candidate. This provides a better and deeper understanding of an individual.
- ❖ **How do we assess? – Slide 11**
Here we explain the methodology and the rocket science behind the prediction.
- ❖ **Scale Definition -- Organization – Slide 12**
This explains what does each scale means and lead to, for example, what does High Relationship means in context of an organization.
- ❖ **Scale Definition -- Candidate – Slide 13**
This explains what does each scale means and lead to, for example, what does High Relationship means in context of an individual.
- ❖ **Closing note – Slide 14**

Job Description

Job Title: Mention Job Title

Location: Mention work location

Reports to: Who does this position reports to?

No. of direct reportees: Mention the number of reportees as applicable

Purpose of the position/role:

Mention why does this position exist and what is the importance and criticality of this role.

Key responsibilities:

- Mention few key responsibilities. Be as descriptive and accurate as possible.
- Mention how the success will be measured and you will know that the person has done a good job.
- Be conversational, like you would be describing it to your friend.
- Avoid jargons.

Skills and Experiences:

- Mention the skills & experiences required for the role.
- Mention the must have and desirable skills & experience.
- Avoid laundry list and balance with hard & soft skills.

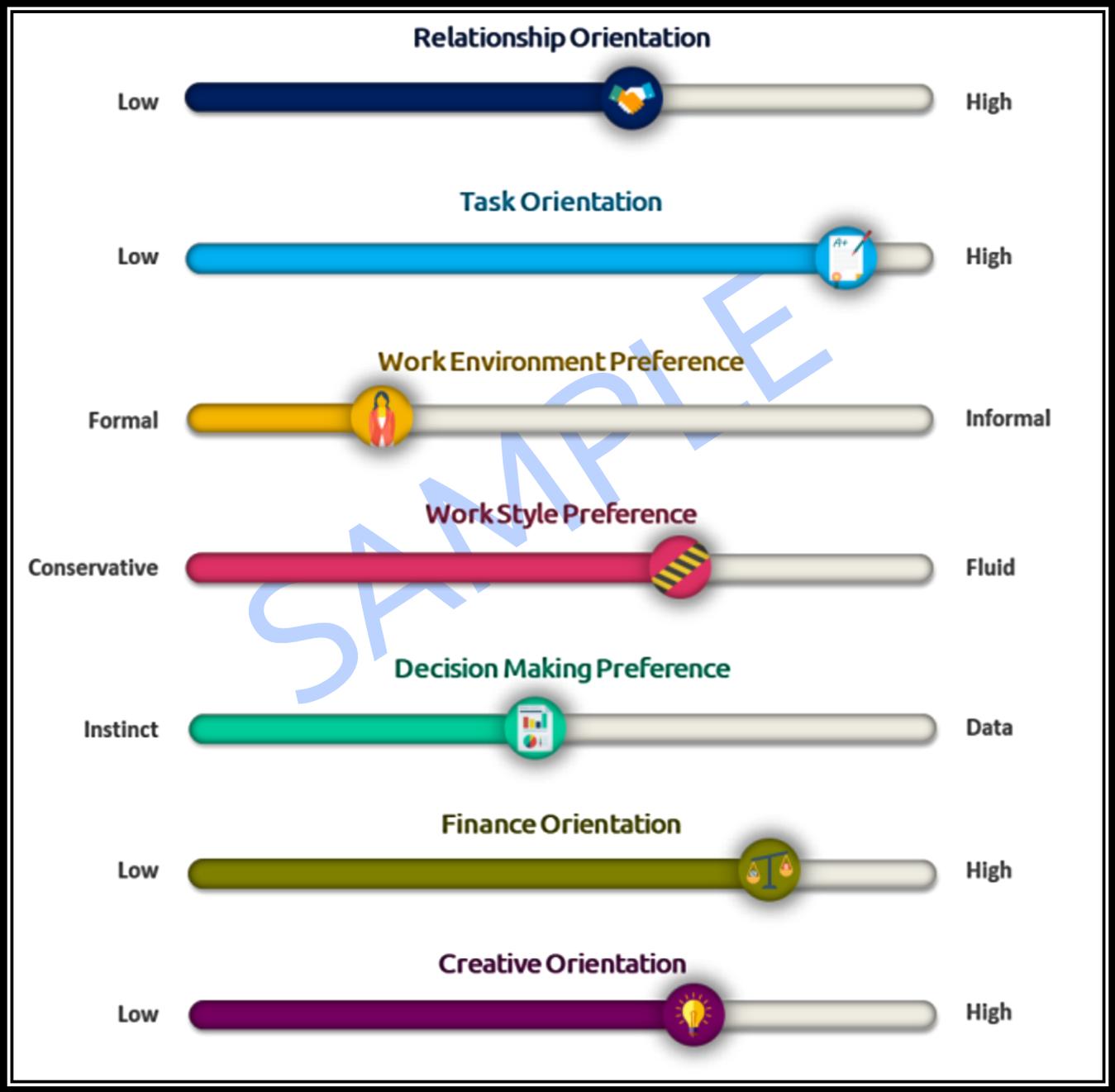
Educational Qualification/other qualification:

- Mention the educational qualification and other qualification that is required for the role (must and desirable).

Critical traits – desirable and undesirable:

- Mention 5-7 key desirable traits or competencies for succeeding in the role and in my company's environment. **Eg:** Adaptable, Cooperative, Innovative, etc.
- Mention 3-5 key undesirable traits or competencies that may hamper the success in the role and in my company's environment. **Eg:** Impatience, Indecisive, Aloof, etc.

Organization Culture Uniqueness Snapshot



[Click Here](#) for scale definition

Organization Culture Uniqueness Summary

- As an organization, Company A is driven by achieving results, is ambitious, seeks out challenge and competition and is deeply motivated by success and getting ahead. It provides a competitive working environment and nurtures leadership.
- Company A is driven by commercial success and is motivated by realising profits. It will not spend money frivolously.
- Company A is very organized, structured, is excellent in planning for the future and believes in bringing predictability and minimizing business risk. It believes in creating an environment where everyone knows what is expected of them, has clear set of rules and procedures. It puts and expects strong attention to detail and believes in avoiding mistakes. It may come across as risk averse and conservative.
- As an organization, it is trusting and considerate to its employees. It values and respects history, authority and established moral codes and would like to maintain traditions and historical customs -- they may often find themselves saying, 'but it's always been done like that'. It may be considered as resistant to change.
- Company A would encourage a workplace that is formal and reserved and would not like to mix business and pleasure. Would encourage employees to separate their work life from their social life.

Fits & Misfits Prediction for the Organization

Fits: Candidates who will FIT in well in Organization A's environment:

- ❖ Is driven, passionate, achievement-oriented, ambitious, confident, proactive, likes to take charge and can work independently.
- ❖ Who is assertive, confident
- ❖ Has a savvy business brain – keeping profitability always as priority, values money, pays attention to profitability and commercial success
- ❖ Is stable, supportive and conscientious
- ❖ Is structured, excellent at planning and has strong eye for details
- ❖ Prefer working in an environment that offers a traditional and somewhat conservative environment where everyone knows what's expected of them

Misfits: Candidates/Employees who will NOT fit in Organization A's environment:

- ❖ Prefers working independently and not comfortable to work in structured, predictable and organized environment
- ❖ Someone uncomfortable with strict, formal hierarchies
- ❖ Someone not comfortable with routine
- ❖ Is easy-going and unassertive
- ❖ Someone who prefers working in casual, relaxed, and informal work environments

Candidate Fitment Prediction Score


Candidate 1

Education: BE, MBA
Exp: 12 Years 6 Months
Key Skills:
Location: Bangalore

Skills & Experience
Match Score



Very Good Fit

Culture Fit
Match Score



Excellent Fit


Candidate 2

Education: BE, MBA
Exp: 13 Years
Key Skills:
Location: Bangalore



Very Good Fit



Moderate Fit


Candidate 3

Education: BE, MBA
Exp: 12 Years
Key Skills:
Location: Mumbai



Very Good Fit



Poor Fit

Match Scale

POOR FIT

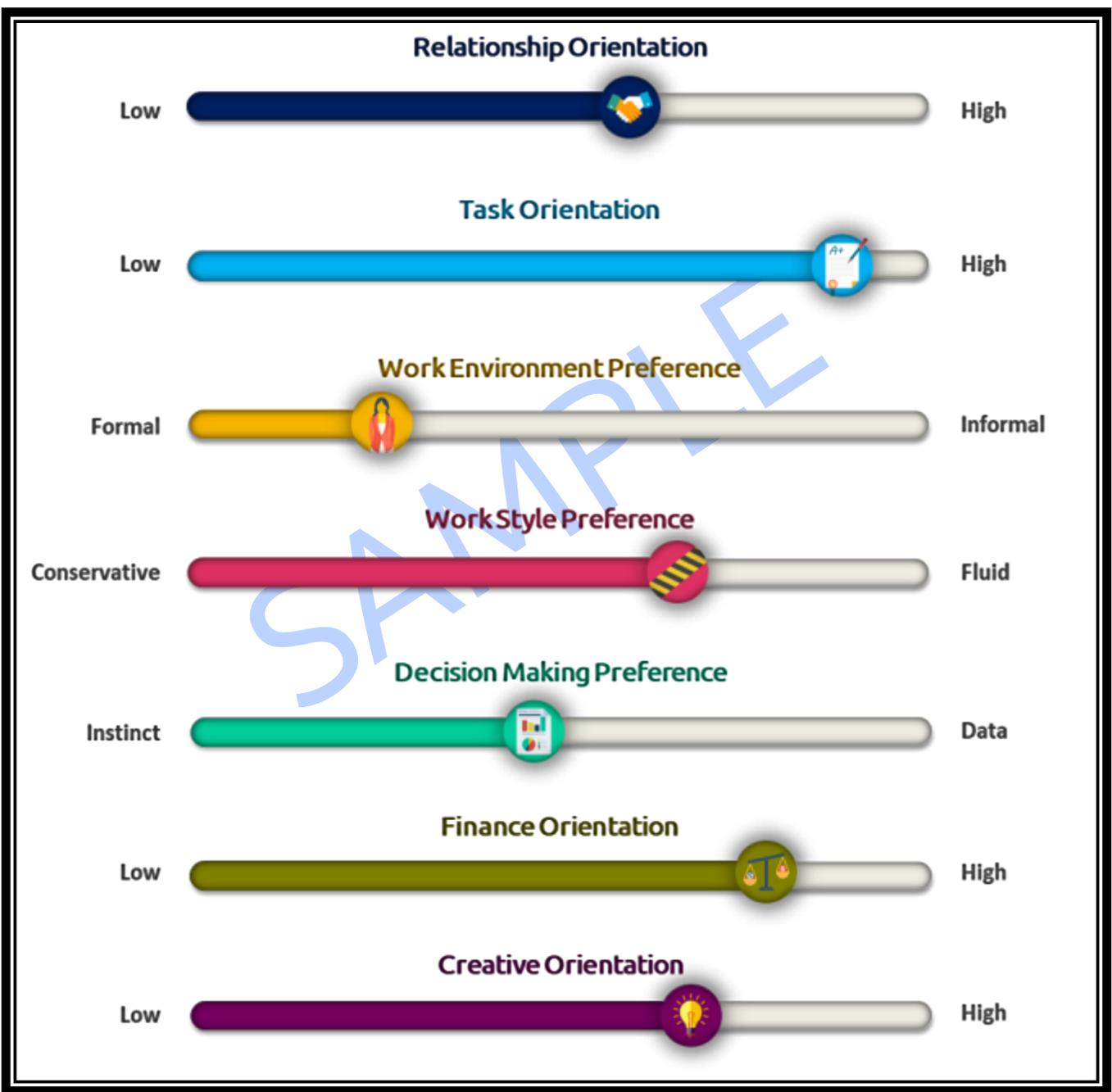
LOW FIT

MODERATE FIT

VERY GOOD FIT

EXCELLENT FIT

Candidate Personality Snapshot -- Candidate 1 (Abhijit)



[Click Here](#) for scale definition

Executive Summary -- Candidate 1 (*Abhijit*)

- *Abhijit* is driven by achieving results, is ambitious, likes competitive working environment, is deeply motivated by success and getting ahead. He will look for opportunity to advance quickly in the organization. He is independent, energetic, and confident and encourages people to challenge the status quo and authority.
- *Abhijit* is assertive, forceful and willing to confront issues and people head on; He doesn't tend to worry about what others think and just focus on what needs to get done. He may come across as too direct and blunt. He is more comfortable working with technology than with people.
- *Abhijit* likes to have fun and enjoy himself, even at work and believes that work should be fun as well as being work.
- *Abhijit* is flexible and acts as per situation than adhering to set rules or procedures. He likes to challenge the status quo and enjoys novelty, experimentation and innovation and may be uncomfortable with strict, formal hierarchies.
- *Abhijit* is risk tolerant and enjoys taking risk. He can easily tolerate and work under ambiguity. He believe in not needing to plan everything out and prefer to just do it and see what happens.
- *Abhijit* takes rational, analytical approach to decision making and employs a disciplined, analytical approach to problem-solving. He is curious and enjoys problem-solving, riddle and puzzles.
- *Abhijit* is driven by commercial success and is motivated by realising profits and bottom-line impact. He will be concerned about the financial implications of all business decisions. He is attracted by high salaries and bonus structures and tends to organize lifestyle around investments and financial planning.
- *Abhijit* has a good aesthetic sense and is imaginative. He has high concern for how something looks and not just how it works. He is imaginative and encourages original thoughts and ideas.

Preferences & Watch outs – Candidate 1 (*Abhijit*)

Preferred Working Environment & Roles:

Abhijit will be most happy working in organizations & roles:

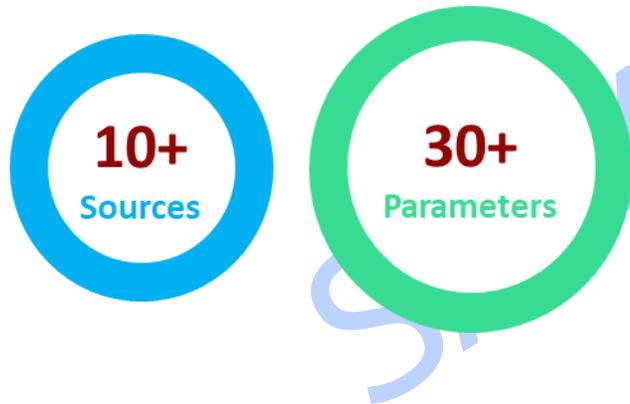
- That allows him working independently and without being micro managed.
- That takes rational, analytical approach to decision making and data driven decision making.
- That is technology driven and technology oriented.
- An organization and role that encourages creative and complex problem solving.
- Will be most comfortable working in casual, relaxed, and informal work environments.
- He will prefer a front ending role where he has an opportunity to be in the limelight.
- May fit well in roles and organizations that evaluate performance in terms of revenue and profitability.
- That provide opportunities for faster upward mobility and provide competitive working environment.
- Organizations that are dynamic, fast paced and not afraid of risk.

Watch outs: Possible watch outs for *Abhijit* are:

- He may be over-confident and highly ambitious.
- He may be aloof and seem self-contained. May have challenge with team work.
- He may come across as casual, relaxed, and too informal.
- He may come across as too direct and blunt.
- Others may find his ways of working as unconventional and eccentric.
- Would get bored easily doing the routine.

How do we assess?

With increase in internet penetration and constant interaction with digital devices, we create tons of data and leave *digital footprints*. We believe (and various researches, like [this](#) one, have proved) these digital footprints can be used (in fact, already being used) to create and predict personality of an individual with high degree of accuracy.



Using a proprietary model and tool combining **psychology, data science and machine learning**, CherriPicking analyzes public data (information from social media, articles, blogs, and other public resources) to predict the culture and environment of an organization, fits and misfits, and the personality and preferred working environment of a candidate, and to give a match score and actionable insight for informed decision making.

All of this is done scientifically making use of the algorithm **WITHOUT** any need for **SURVEYS** and **QUESTIONNAIRE** subject to Minimum Secondary Data (MSD) criteria being met. i.e., minimum data needed is available from secondary sources. We evaluate 10+ sources and 30+ parameters (Connections, Structure of the CV, Language used, etc.) for our prediction.

This helps in scientific and data driven decision making, that in turn helps remove biases, brings predictability and consistency in candidate selection process, to deliver higher return on hiring investment with reduced attrition and disruption risk to the organization.

Scale Definition - - Organization

Indicative

Relationship Orientation	Relationship - - High <ul style="list-style-type: none"> ❖ Has employee friendly environment ❖ Is trusting and considerate of employees ❖ Promotes working together and as team/group and collective decision making ❖ Values people and cooperation in the organization, encourages camaraderie and is supportive to its employees 	Relationship - - Low <ul style="list-style-type: none"> ❖ Encourages work over relationships ❖ Would have more individual contributor roles ❖ Doesn't expect employees to socialise with colleagues ❖ Would encourage assertive, forceful and confronting environment
Task Orientation	Task - - High <ul style="list-style-type: none"> ❖ As an organization, will be ambitious, seek out challenge and competition ❖ Rewards focus on business objectives rather than on the people in the business ❖ Promote work over the relationships ❖ Will create clear task- and activity-based goals with clear deliverables ❖ Will provide a competitive work environment 	Task - - Low <ul style="list-style-type: none"> ❖ Will be seen as not driven by tough challenges and competition ❖ Will not hold people accountable for results ❖ Will come across as easygoing and unassertive ❖ Is considered cooperative, inclusive and supportive ❖ Will provide relaxed and easy work environment
Work Environment Preference	Formal <ul style="list-style-type: none"> ❖ Will be hierarchical ❖ Will have established processes and system and is structured and process driven ❖ Has formal and business-like environment may be considered 'serious' ❖ Will create an environment where everyone knows what's expected of them 	Informal <ul style="list-style-type: none"> ❖ Like to mix business and pleasure ❖ Believes in work hard party harder ❖ Is non-bureaucratic ❖ Encouraging work and fun ❖ Will be seen as unconventional, and unpredictable
Work Style Preference	Conservative <ul style="list-style-type: none"> ❖ Is risk taking ❖ Prefers flat hierarchy ❖ Likes variety and change ❖ Is comfortable with dynamic, unstructured, environment ❖ Is flexible and adaptable 	Fluid <ul style="list-style-type: none"> ❖ Is risk taking ❖ Prefers flat hierarchy ❖ Likes variety and change ❖ Is comfortable with dynamic, unstructured, environment ❖ Is flexible and adaptable
Decision Making Preference	Data <ul style="list-style-type: none"> ❖ Believes in data driven decision making ❖ Values rational, analytical approach to decision making ❖ Believes in planned and systematic problem solving ❖ Values new science and technology and will be tech driven 	Instinct <ul style="list-style-type: none"> ❖ Decision making is mostly based on intuitive / 'gut instinct' ❖ Will foster culture that is responsive and flexible ❖ Values subjectivity, experience and instinct over data ❖ Move quickly to conclusions
Financial Orientation	Finance Orientation - - High <ul style="list-style-type: none"> ❖ Will value high financial discipline. Will have strong finance team and processes ❖ Is driven by financial success ❖ Like to see financial / commercial return on efforts ❖ Values money (the more the better) – will have high incentive structures ❖ Will look at all expenses meticulously 	Finance Orientation - - Low <ul style="list-style-type: none"> ❖ Lacks financial discipline. May not have strong finance team and processes ❖ Indifferent to financial / commercial matters ❖ Considers money as a means to an end ❖ May not be driven by high profitability
Creative Orientation	Creative - - High <ul style="list-style-type: none"> ❖ Will promote experimentation and innovation ❖ Will be encouraging imaginative and original thoughts and ideas ❖ Cares deeply about how things looks and not just their functionality 	Creative - - Low <ul style="list-style-type: none"> ❖ Will promote Is practicality and orderliness ❖ Cares deeply about how things work than as how they look ❖ Would expect employees to move to action and execution quickly

Scale Definition - - Individual

Indicative

Relationship Orientation	Relationship - - High <ul style="list-style-type: none"> ❖ Prefer and enjoys working with people ❖ May avoid confronting people ❖ Is sensitive, sympathetic, kind and considerate ❖ Cares about employee morale, training, employee engagement and development 	Relationship - - Low <ul style="list-style-type: none"> ❖ Values work over the relationships ❖ Is assertive, forceful and willing to confront issues and people head on ❖ Independent ❖ May come across as pushy and demanding ❖ Will have clear task- and activity-based goals with clear deliverables
Task Orientation	Task - - High <ul style="list-style-type: none"> ❖ Driven by achieving results ❖ Is achievement-orientated and ambitious ❖ Independent ❖ Deeply motivated by success and getting ahead ❖ Enjoy telling others what to do 	Task - - Low <ul style="list-style-type: none"> ❖ May come across easygoing and unassertive ❖ Is considered cooperative, inclusive and supportive
Work Environment Preference	Formal <ul style="list-style-type: none"> ❖ Prefers working in an environment with established processes and system ❖ Values hierarchy ❖ Prefers formal, serious and business-like environment ❖ Prefer to work in a role or environment where everyone knows what's expected of them 	Informal <ul style="list-style-type: none"> ❖ Like to mix business and pleasure ❖ Believes in work hard party harder ❖ Is non-bureaucratic ❖ Encouraging work and fun
Work Style Preference	Conservative <ul style="list-style-type: none"> ❖ Risk averse ❖ Respect hierarchy and authority ❖ Is very organized, structured and process driven ❖ Prefers routine ❖ Is conscientious ❖ Is quiet, cautious and conforming they won't rock the boat 	Fluid <ul style="list-style-type: none"> ❖ Is risk tolerant. Enjoy taking risk ❖ Prefers flat hierarchy ❖ Likes variety ❖ Would get bored easily doing the routine ❖ Is comfortable with dynamic, unstructured, role and organization. "Startup like" ❖ Is flexible and adaptable
Decision Making Preference	Data <ul style="list-style-type: none"> ❖ Data driven decision making ❖ Takes more rational, analytical approach to decision making ❖ Enjoys problem solving 	Instinct <ul style="list-style-type: none"> ❖ Goes by intuitive / 'gut instinct' for decision making ❖ Imaginative and verbally creative
Financial Orientation	Finance Orientation - - High <ul style="list-style-type: none"> ❖ Is driven by financial success ❖ Like to see financial / commercial return on efforts ❖ Values money (the more the better) – attracted by high salaries and bonus structures 	Finance Orientation - - Low <ul style="list-style-type: none"> ❖ Indifferent to financial / commercial matters ❖ Considers money as means to an end
Creative Orientation	Creative - - High <ul style="list-style-type: none"> ❖ Is considered imaginative and encouraging of original thoughts and ideas ❖ Enjoys novelty, experimentation and innovation ❖ Cares deeply about how things looks and not just their functionality 	Creative - - Low <ul style="list-style-type: none"> ❖ Is practical and orderly ❖ Cares deeply about how things work than as how they look ❖ Is usually satisfied with solutions that are good enough and not necessarily perfect

Closing Note

The above report is a prediction typically in a work environment. This report is designed to assist in the shortlisting, selection, appraisal, development or coaching and mentoring process.

This fitment prediction is primarily for fitment of an individual with that of the **Company** and the **Role**.

Fitment prediction with **Boss** and **Team** too can be attained which will provide additional insights. CherriPicking recommend that consideration be given to using these further reports when appropriate.

Organizations are free to use other measures as they deem fit to assess and evaluate any applicant/employee for better insight and decision making.

End of report

SAMPLE