

## Selection Options Matrix

Competencies							
Candidate	Complete the Competencies Section Below:						
	Talent Review For Supervisor	Poor	Marginal	Acceptable with Caveat	Acceptable	Good	Excellent
Angelo	Technical Competencies		X				
	Other Competencies			X			
	Overall			X			

Capabilities							
Candidate	These are the ratings from the Psychometric Assessment						
		Poor	Marginal	Acceptable with Caveat	Acceptable	Good	Excellent
Angelo	Cognitive						
	Personality						
	Overall						

<b>Recommendation</b>	Poor Fit: Not Recommended
-----------------------	---------------------------

Next Steps				
Take both Competencies and Capabilities into consideration and decide on your Next Steps with this candidate:				
Next Steps		Optimum Decision	Manager's Decision	Reason for Decision
Regret	Based on the Global Fit Table it may be patently clear that the candidate is not a suitable fit with the role.	1	Agree	
Put on hold	The candidate is a possible overall fit, but certainly not ideal, in which case you may decide to continue your recruitment effort to see if you can find a better candidate	2		
Triangulate	You may have identified a few issues with the candidate that you are not comfortable with and therefore decide to triangulate, which simply means getting more information from for instance reference checks or a final interview, before making a final decision on his suitability.			
Appoint	You may of course decide, taking into account both Inherent Competencies and Inherent Capability, that the candidate is a suitable fit with the role and appoint him.			
Appoint and Address Development Areas	You may decide to appoint the candidate but based on the various assessments be aware that there are important development areas that will need to be addressed when the candidate starts in the role. If your assessment process has followed our guidelines you should be clear about exactly what the candidate's development areas are.	3		
Appoint and Flag As High Potential	You may decide to appoint the candidate , flag as a high potential, and consider an accelerated development program			
Other				

I, the undersigned, understand any risks and limitations arising from the psychometric assessment that have been discussed with me and accept them in the decision I have made about the candidate.

\_\_\_\_\_  
Manager

\_\_\_\_\_  
Date