

JobMatchProfile Quick Guide 3

This is the third of six tutorial blog posts that will make setting up and publishing a job in JobMatchProfile even easier. Using simple screenshots, short instructions and providing valuable extra tips, the posts follow the same order as the workflow of entering information in JobMatchProfile:



Set up ideal profile

The Job Profile is made up of a mixture of complex science and 30+ years of research. To set up your Job Profile all you need to do is prioritise between 24 sets of statements, the same way you would want the ideal candidate to do:

Important note– Even though both qualities represented by the statements are needed for the job, you have to choose the quality you believe is the most important.

On the following pages you will find 2 statements that describe the required personal focus and preferences for being successful in the vacant position. See below.

This position requires a person, who: (Example)	
plans the task solving process ahead, thoroughly and systematically <input type="checkbox"/>	motivated by competition and compares results with others <input checked="" type="checkbox"/>

Click on the box with the text that best describes the required focus and preferences. Even though both qualities represented by the statements are needed you have to click on the one that you believe is most important.

Language Back Continue

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Continue prioritising between all 24 sets statements until done. Note: for validity reasons the candidates are asked to prioritise between more than 24 sets of statements.

How is it that simple? Read [‘Does the Personality Profile in JobMatchProfile give a reliable picture of the candidates?’](#) and get a quick look into the workings behind the profile.

Let’s have a look at the resulting profile.

The Result

The result is a graphic profile and a description of the desired profile, and if you need to refine the profile or reuse an existing profile, just click 'edit profile' or 'copy one of your existing' respectively:

Job Profile

[Economy Controller](#)
[Job Profile comment \(0\)](#)

[<< Job Overview](#)

Job Description

This profile describes a position where there is structure and order in everyday life, and where there is a clear framework and rules and agreements about what needs to be done, when and how. It is a job where you do not jump into things with your eyes closed or take chances, but have the opportunity to obtain all the relevant information before making decisions or taking action. The position involves a majority of tasks requiring a systematic, thorough and detail-oriented approach to things.

Having said this, it should be noted that there is also a little focus on the Integration corner in the profile. Therefore, it is probably a position where there need to be focus on the social and cooperative-related qualities to anticipate the expectations of others and have or establish a good working relationship, although this is not the main quality for being successful in the position.

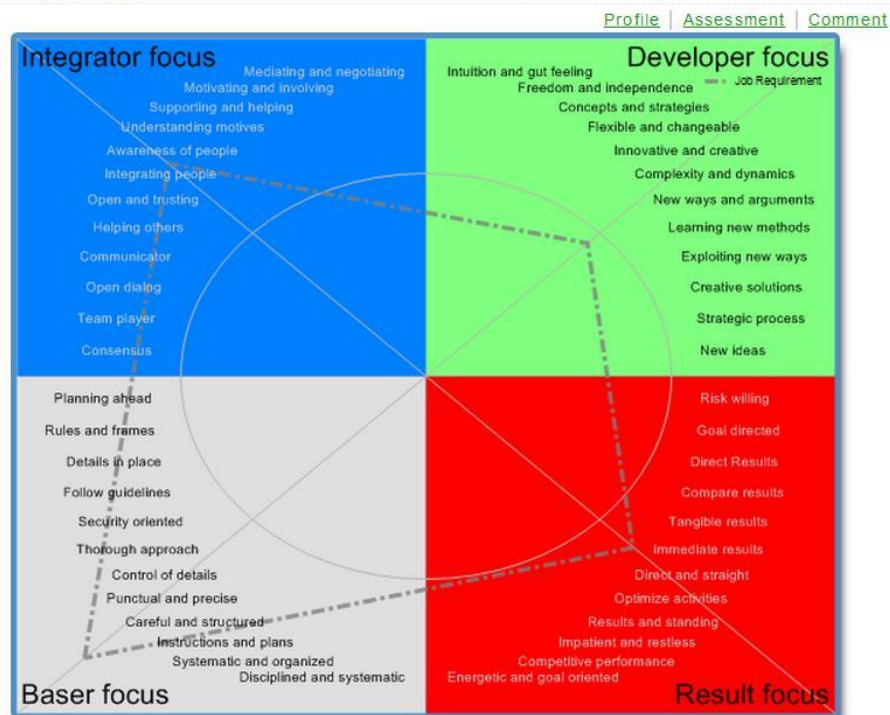
Click here to [edit profile](#) or go [back to Job Overview](#).

You can also replace the current Job Profile with a [copy of one of your existing](#).



The Baser type

Economy Controller















We are never just one type. As the model above also shows, we are always a combination types. With JobMatchProfile you define and search for the combination you need.

Get to know your employees - create better team understanding

Create a new job and fill in only the title of the job and a random personality profile. Get all your employees or members of a certain team or segment to apply for the job and fill out the personality profile.

Check out the posters below and choose the keywords that you associate yourself with. Compare yourself to the three situations and reactions of the arch types – do you handle pressure productively?

IN THE CORNER OF HAPPINESS		WHEN HAPPINESS SLIDES AWAY		THE RETURN TO HAPPINESS	
<p>INTEGRATION</p> <p>Understanding Togetherness Environment Involvement Considerate Encourage Fellowship Patience Harmony Mediate Helpful Values Trust</p>  <p>RESULTS Direct Effort Results Efficient Chances Energetic High goals Rewarding Competent Successful Performance Quick results Goal oriented Concrete goals</p>	<p>DEVELOPMENT</p> <p>Development Opportunities Alternatives Possibilities Innovation Long-term Strategies Proactive Insight Change Values Empire Future</p>  <p>RESULTS Direct Effort Results Efficient Chances Energetic High goals Rewarding Competent Successful Performance Quick results Goal oriented Concrete goals</p>	<p>INTEGRATION</p> <p>Understanding Togetherness Environment Involvement Considerate Encourage Fellowship Patience Harmony Mediate Helpful Values Trust</p>  <p>RESULTS Direct Effort Results Efficient Chances Energetic High goals Rewarding Competent Successful Performance Quick results Goal oriented Concrete goals</p>	<p>DEVELOPMENT</p> <p>Development Opportunities Alternatives Possibilities Innovation Long-term Strategies Proactive Insight Change Values Empire Future</p>  <p>RESULTS Direct Effort Results Efficient Chances Energetic High goals Rewarding Competent Successful Performance Quick results Goal oriented Concrete goals</p>	<p>INTEGRATION</p> <p>Understanding Togetherness Environment Involvement Considerate Encourage Fellowship Patience Harmony Mediate Helpful Values Trust</p>  <p>RESULTS Direct Effort Results Efficient Chances Energetic High goals Rewarding Competent Successful Performance Quick results Goal oriented Concrete goals</p>	<p>DEVELOPMENT</p> <p>Development Opportunities Alternatives Possibilities Innovation Long-term Strategies Proactive Insight Change Values Empire Future</p>  <p>RESULTS Direct Effort Results Efficient Chances Energetic High goals Rewarding Competent Successful Performance Quick results Goal oriented Concrete goals</p>
<p>BASER</p> <p>Order Limits Details Control Security Systems Structure Organize Discipline Guidelines Practicality Concentration Responsibility Thoroughness</p> 	<p>RESULTS</p> <p>Direct Effort Results Efficient Chances Energetic High goals Rewarding Competent Successful Performance Quick results Goal oriented Concrete goals</p> 	<p>BASER</p> <p>Order Limits Details Control Security Systems Structure Organize Discipline Guidelines Practicality Concentration Responsibility Thoroughness</p> 	<p>RESULTS</p> <p>Direct Effort Results Efficient Chances Energetic High goals Rewarding Competent Successful Performance Quick results Goal oriented Concrete goals</p> 	<p>BASER</p> <p>Order Limits Details Control Security Systems Structure Organize Discipline Guidelines Practicality Concentration Responsibility Thoroughness</p> 	<p>RESULTS</p> <p>Direct Effort Results Efficient Chances Energetic High goals Rewarding Competent Successful Performance Quick results Goal oriented Concrete goals</p> 

For further reading on the FocusProfile – check out these articles Garuda Research Institute:
[Does the Personality Profile in JobMatchProfile Give A Reliable Picture of Your Candidates?](#)
[The Challenges of Leadership](#)

Now, let's move on to step 4!