



TotalView Report

- Selection
- Coaching
- Individual
- **Succession Planning**
- Working Characteristics

on

Ms. Mary Sample

06/21/2000

Distributed By:
Training House, Inc.
(800) 860-1361



TotalView Succession Plan

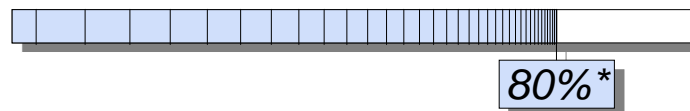
Ms. Mary Sample

The following TotalView Succession Planning Report will enhance your internal resource management.

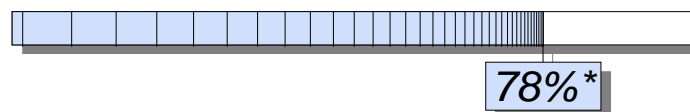
Ms. Mary Sample has been compared to the benchmarks selected. You may repeat this process as often as required, and select as many benchmarks as you wish. The software calculates each TotalView benchmark's suitability, and lists them in a descending order of percentage fit.

The following benchmarks were chosen for this Succession Planning report.

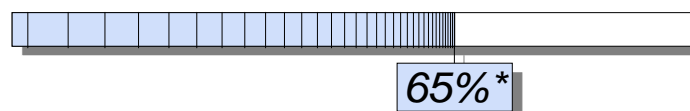
1. Sample Management



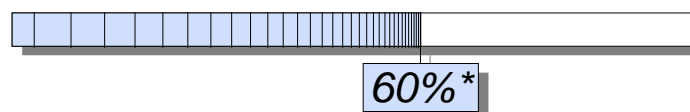
2. Sales & Marketing Representative



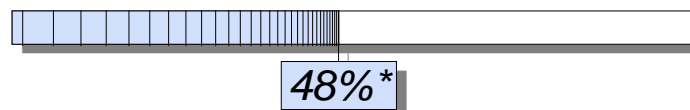
3. Sample Customer Service



4. Sample IT Professional



5. Sample Production Line Worker

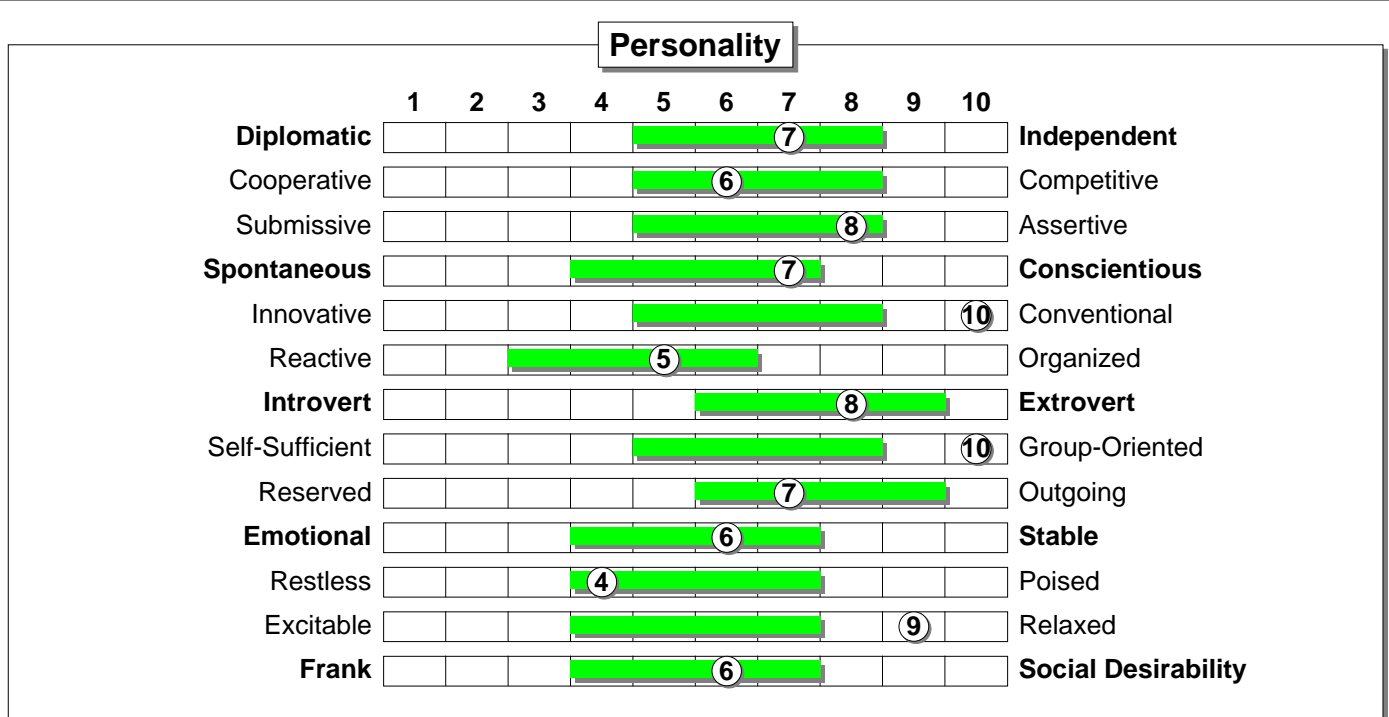


As part of this benchmark's design process, management resolved that certain interview areas of the TotalView sten graph are of significant importance to successful job performance. Any benchmark with a candidate's score in a critical interview area will be identified by an {*} next to the benchmark suitability percentage. Therefore the other factors that contribute to a decision, including position interview and performance appraisal, should bear more importance for that particular benchmark.

TotalView Benchmark

Mary Sample

Sample Management



A TotalView benchmark illustrates the required characteristics for this job as decided by management. The shadowed areas above graphically represent the benchmark for this Sales & Marketing Representative position. The number on each scale is Mary Sample's actual score. The following percentage reflects the degree of suitability of her scores when compared to this benchmark.

TotalView Job Suitability

The TotalView benchmark suitability should comprise not more than one-third of the selection decision process. The other aspects of the selection decision process, including the job interview, candidate history and background check, should be furnished by management.

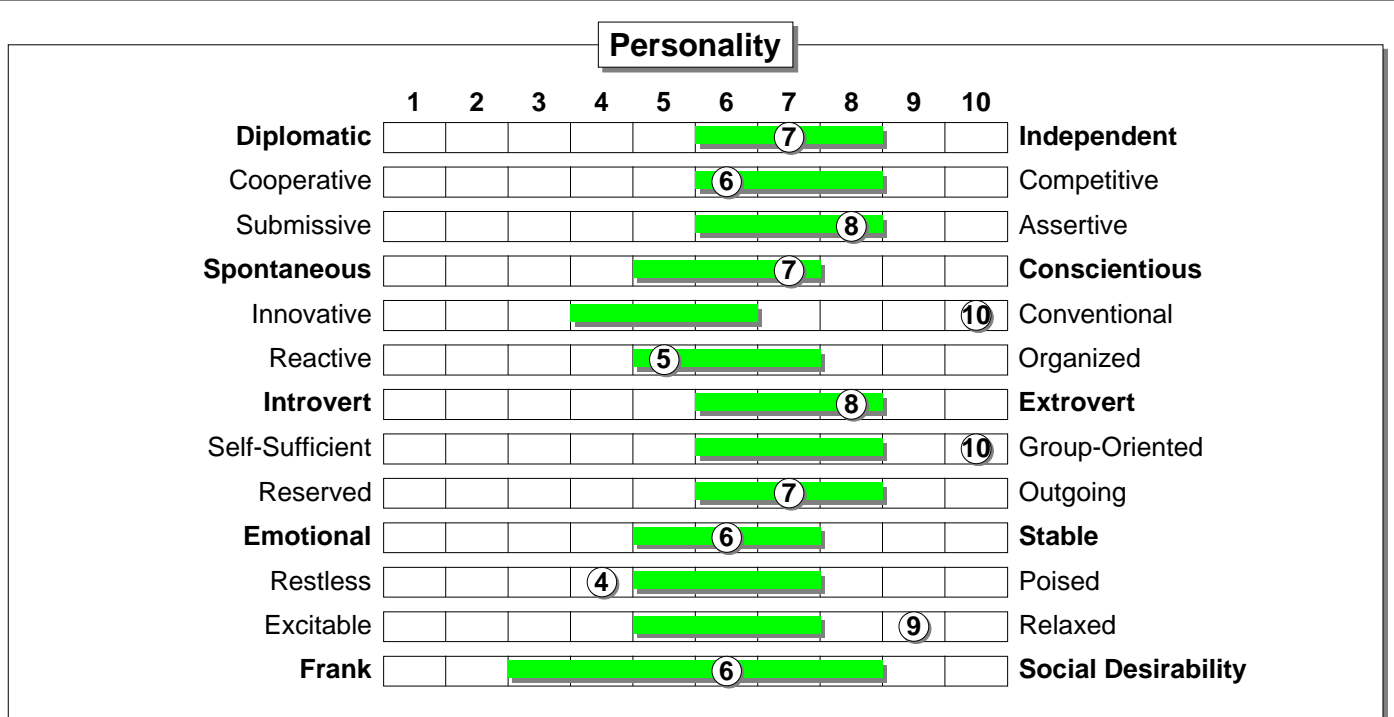
Benchmark Suitability

80%

TotalView Benchmark

Mary Sample

Sales & Marketing Representative



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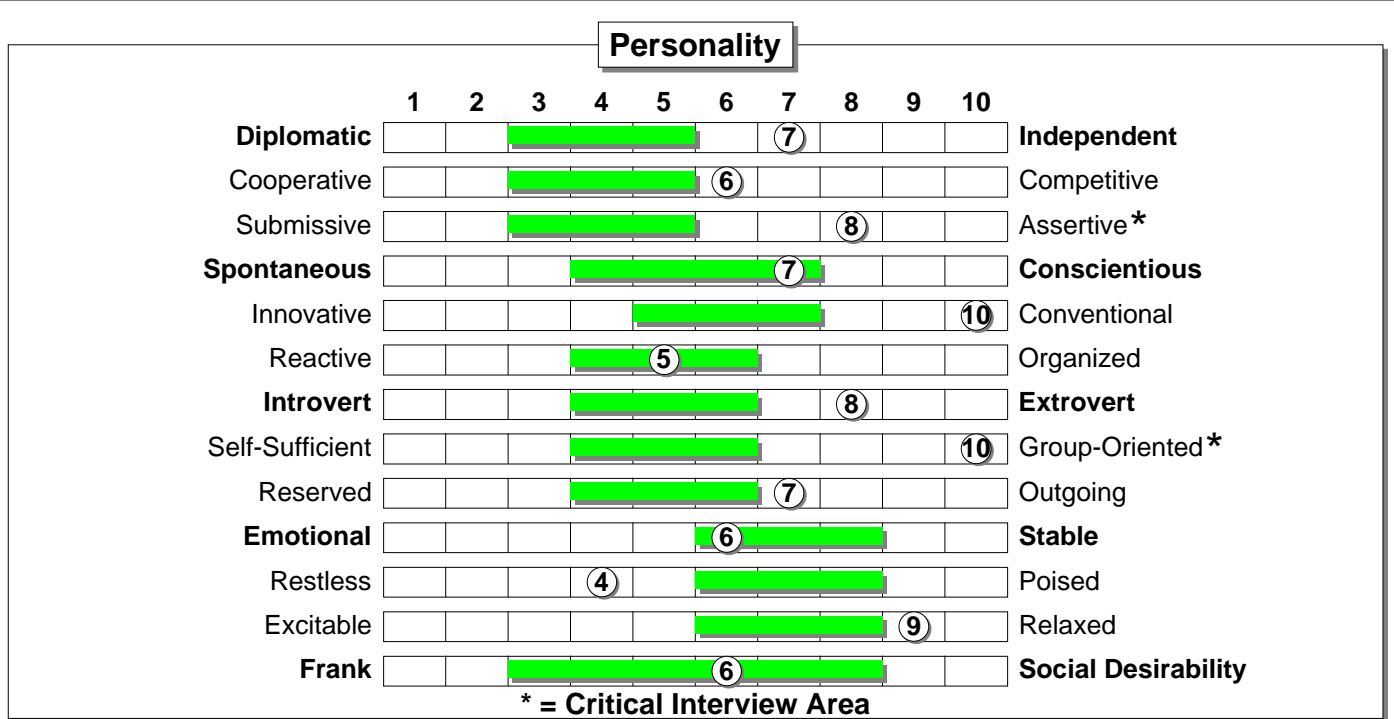
Benchmark Suitability

78%*

TotalView Benchmark

Mary Sample

Sample Customer Service



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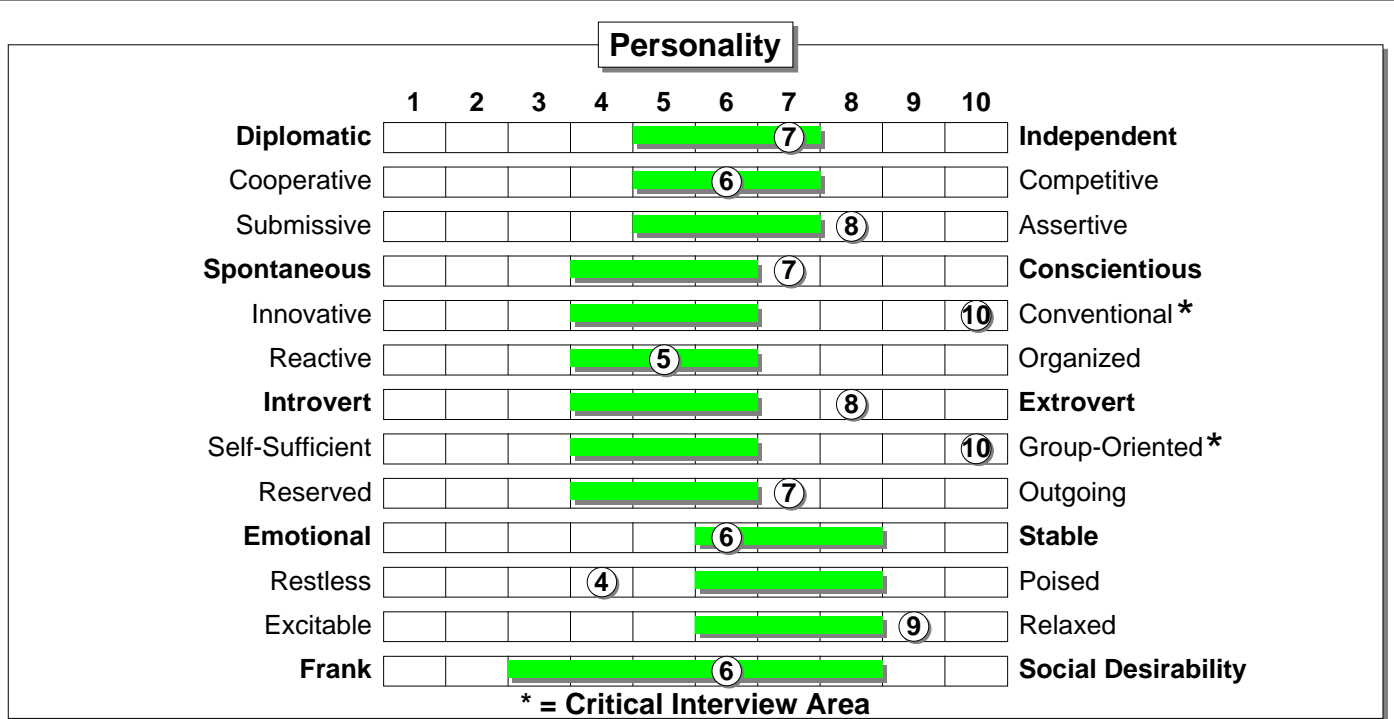
Benchmark Suitability

65%*

TotalView Benchmark

Mary Sample

Sample IT Professional



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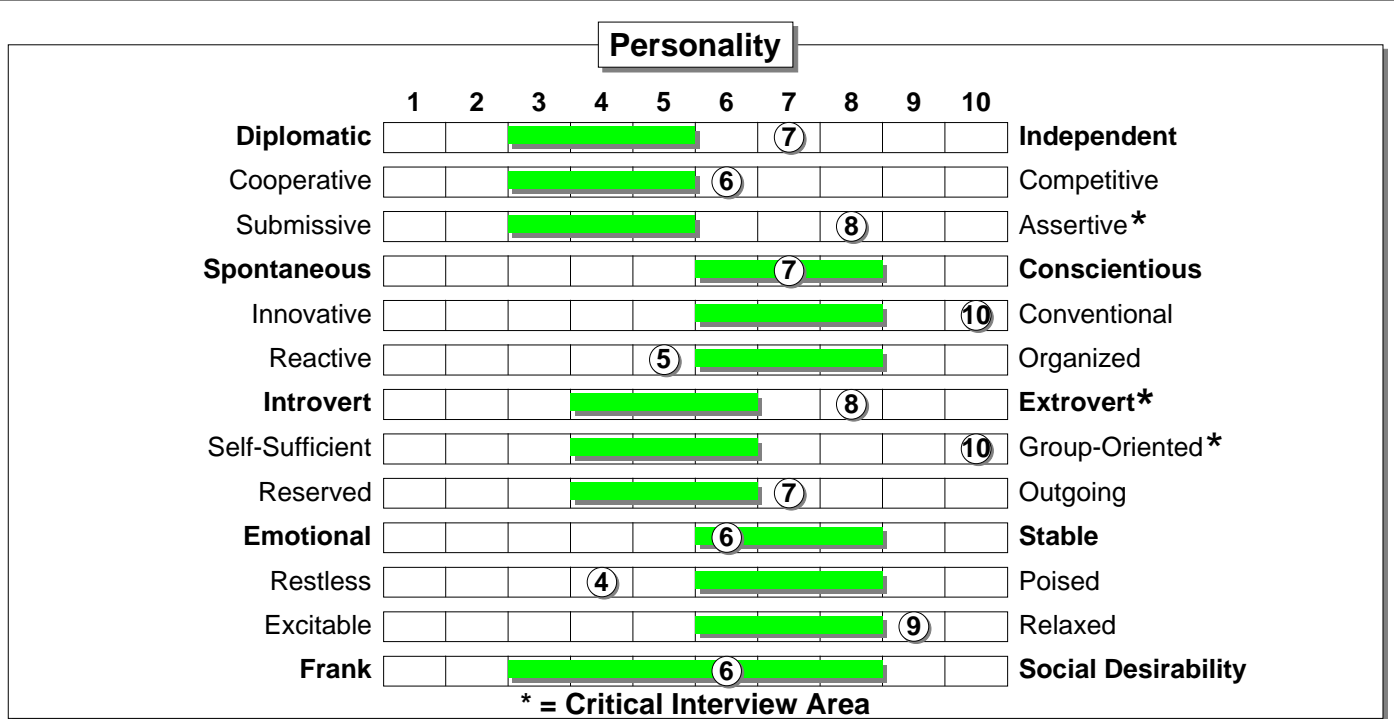
Benchmark Suitability

60%*

TotalView Benchmark

Mary Sample

Sample Production Line Worker



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TotalView Job Suitability

The TotalView benchmark suitability should comprise not more than one-third of the selection decision process. The other aspects of the selection decision process, including the job interview, candidate history and background check, should be furnished by management.

Benchmark Suitability

48%*