



JobFit Snapshot Report

Organization: **it_Sal**

Sub-Org: **ITSales_SO**

Configuration: **IT Sales**

Candidates covered: **7**

Generated on: **30 Jan 2026**

How to Read This Report (Simple Guide)

JobFit Score = overall fit impact across all competencies for this role. Positive means stronger fit; negative means gaps versus the benchmark.

JobFit Percentile = the candidate's rank among others for this role/config. P100 is best; P50 is average; P10 means better than only ~10%.

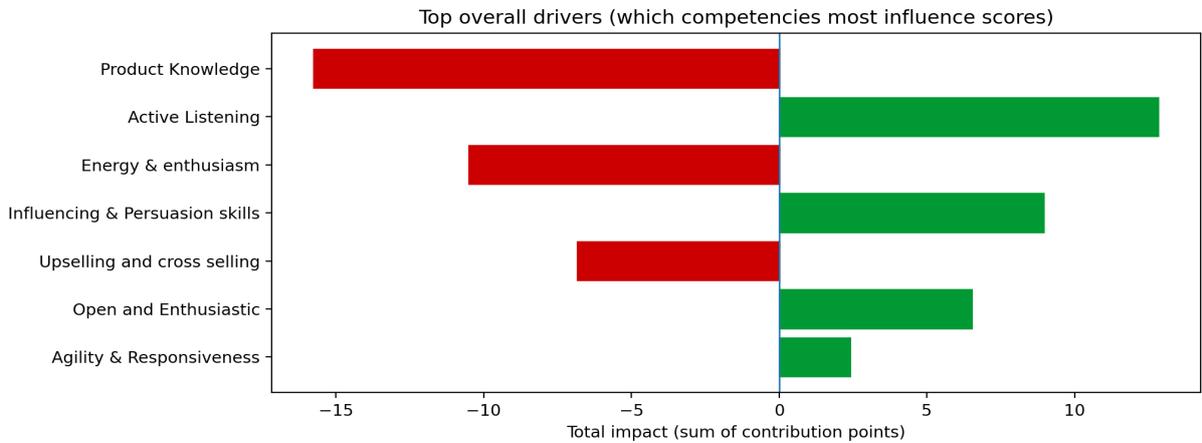
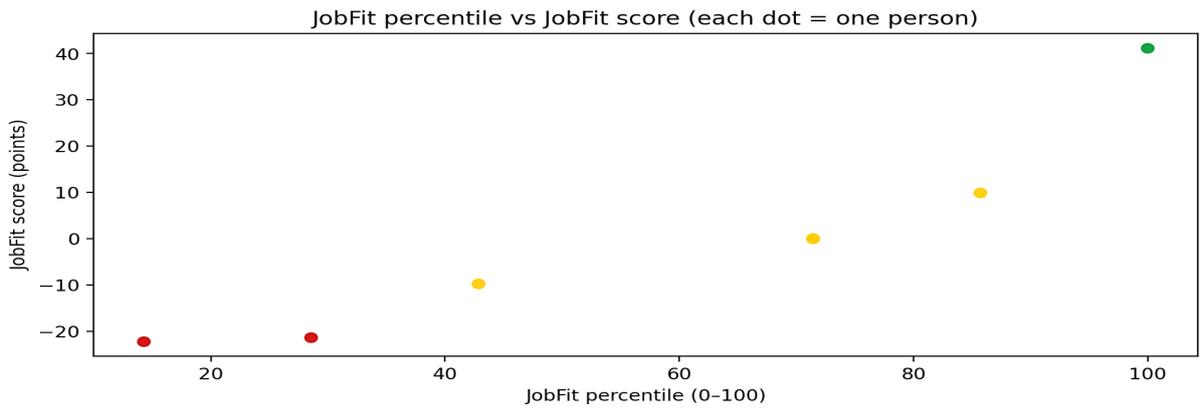
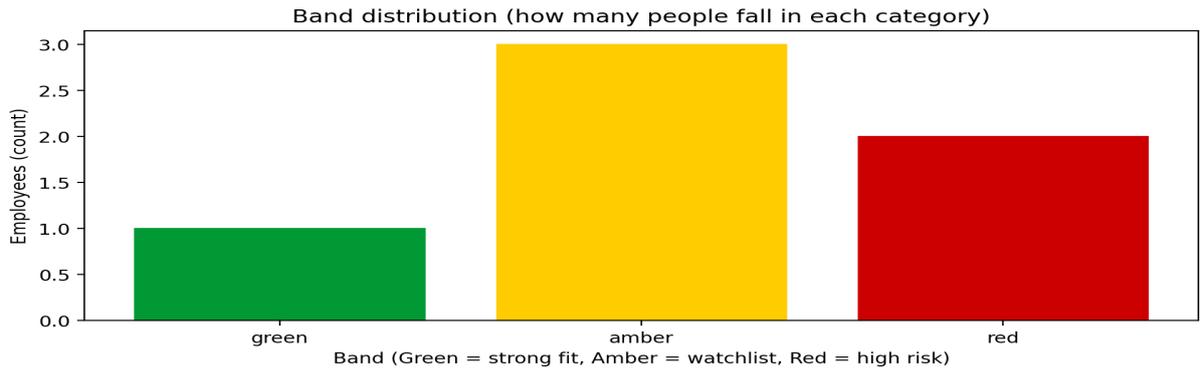
Diff % = $((\text{Candidate} - \text{Benchmark}) \div \text{Benchmark}) \times 100$

Weight = role importance of a competency (higher = matters more).

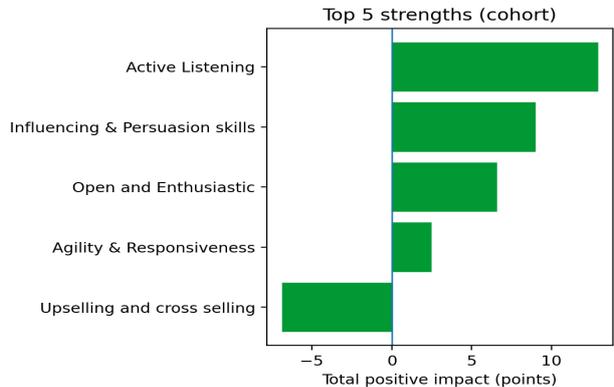
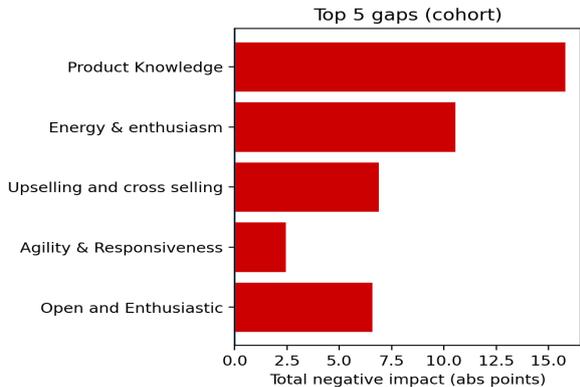
Contribution = how much that competency pulled overall score up/down.

Colors: Green = above benchmark / positive impact. Red = below benchmark / negative impact. Yellow = attention/amber.

Summary (HR + Management view)



Cohort: Top gaps vs strengths (drivers of JobFit outcomes)



How to interpret: Left shows the biggest cohort-level gaps (skills that consistently pull scores down). Right shows the biggest cohort-level strengths (skills that consistently lift scores up). Use this to communicate “where

we're strong" vs "where we need training investment".

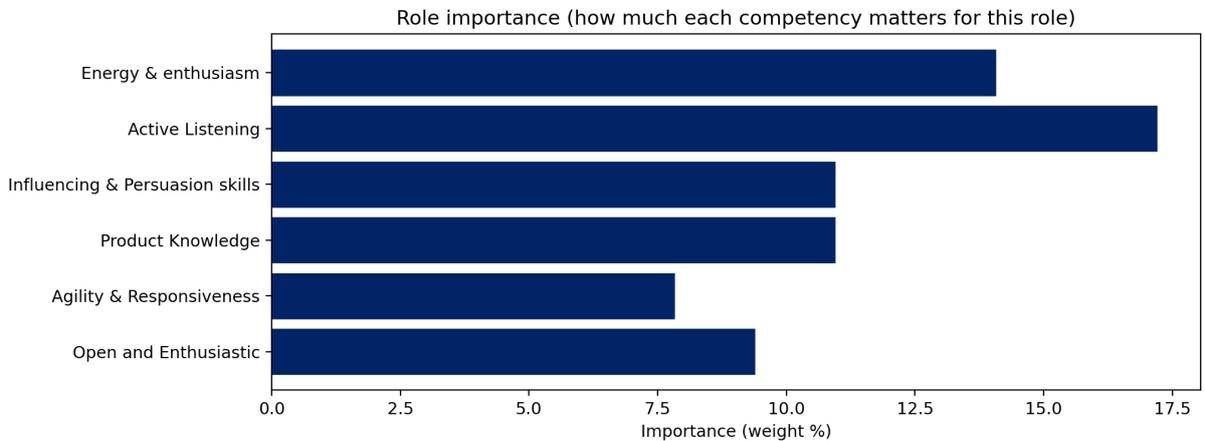
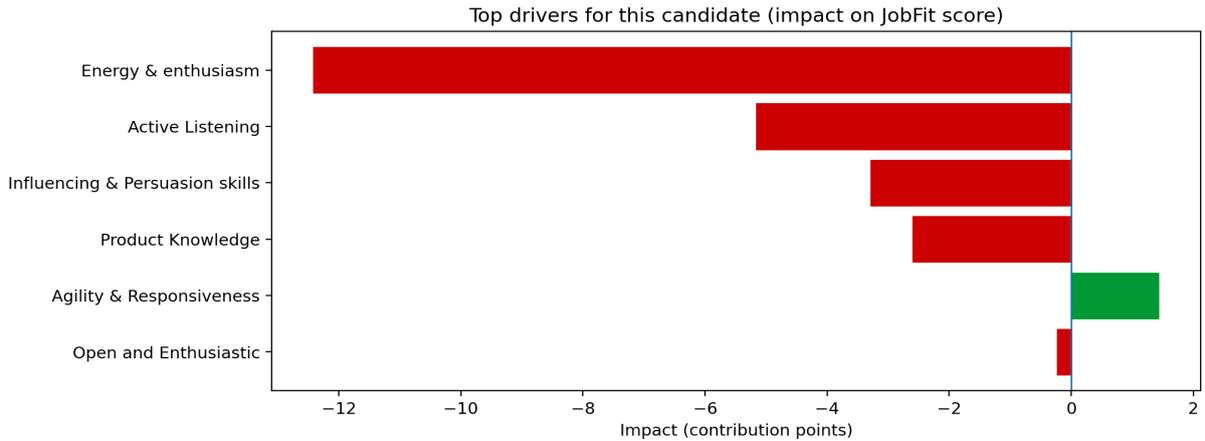
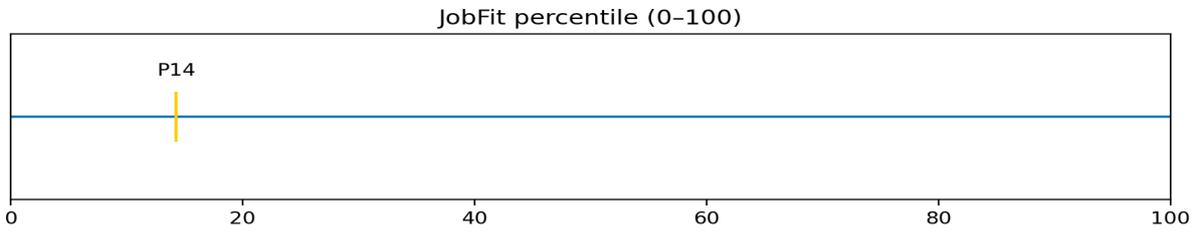
Training Recommendations

Training theme	Why this matters	Cohort signal
Energy & enthusiasm	High importance (~14.1%) and repeatedly pulling scores down.	Total negative impact: 29.85 pts
Product Knowledge	High importance (~10.9%) and repeatedly pulling scores down.	Total negative impact: 15.99 pts
Active Listening	High importance (~17.2%) and repeatedly pulling scores down.	Total negative impact: 7.71 pts

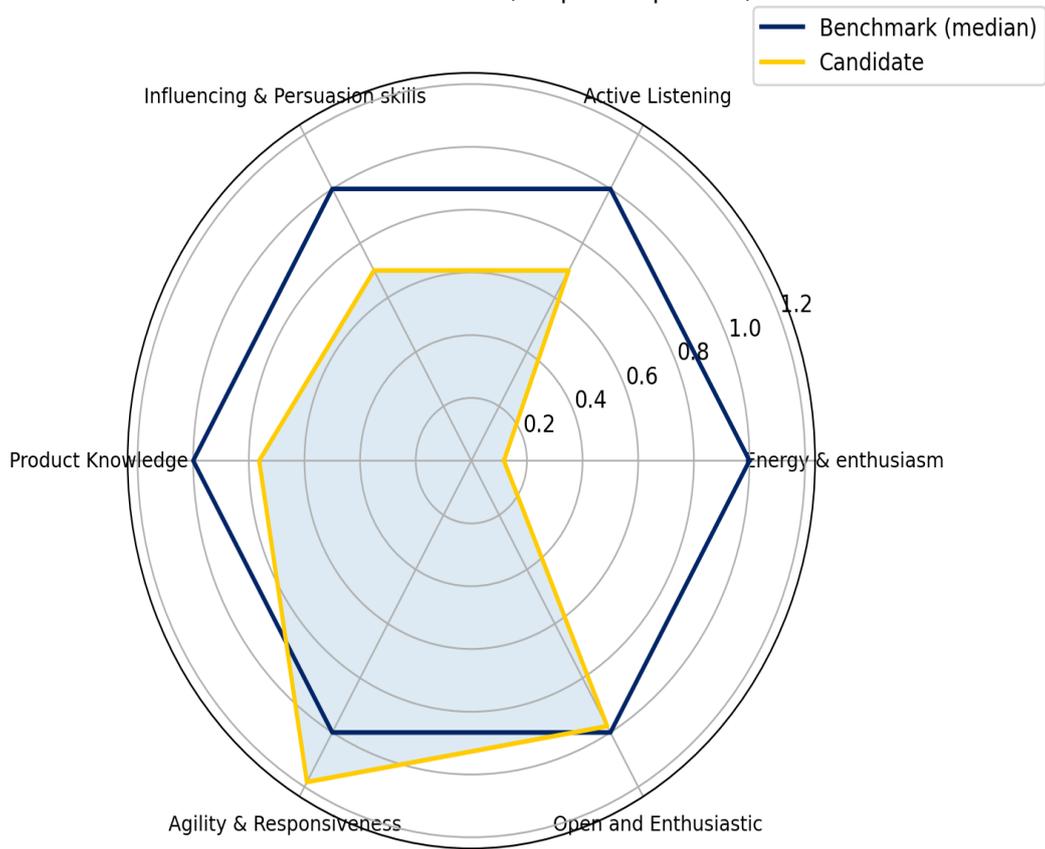
JobFit Score -22.24	JobFit Percentile P14	Decision not_suitable
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Recommended training focus for this candidate

Focus area	Why this is recommended	Gap vs benchmark
Energy & enthusiasm	High importance (14.1%) and strong negative impact (12.41 points).	88.27% below benchmark
Active Listening	High importance (17.2%) and strong negative impact (5.16 points).	30.01% below benchmark



Candidate vs benchmark (shape comparison)



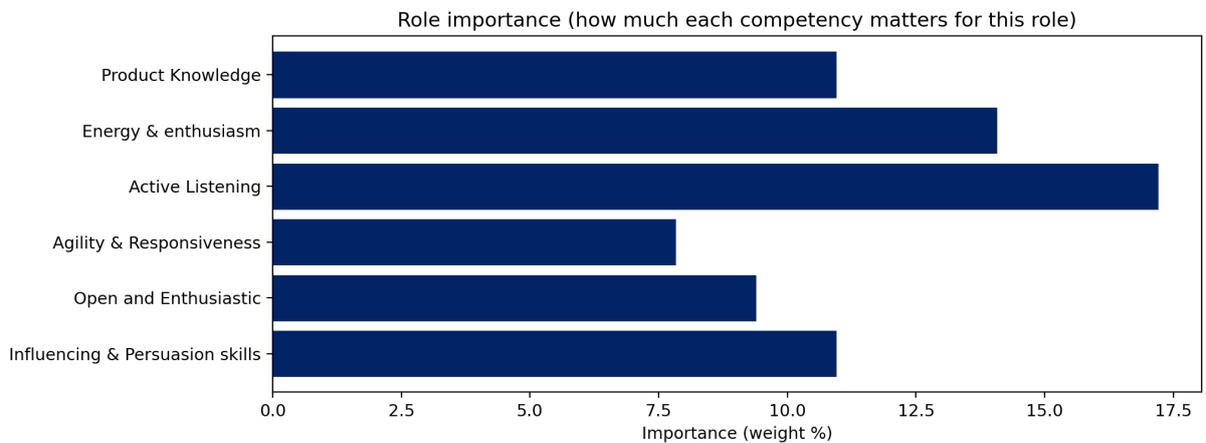
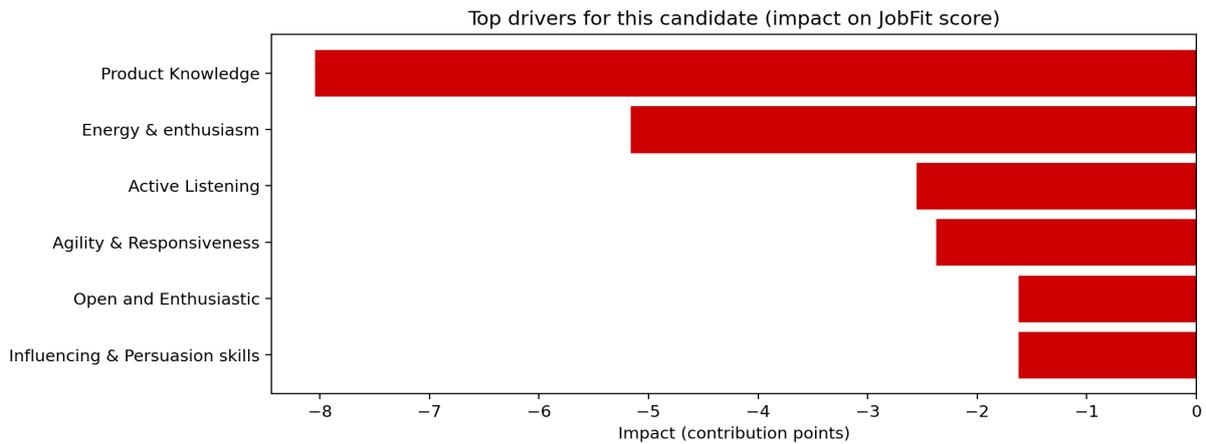
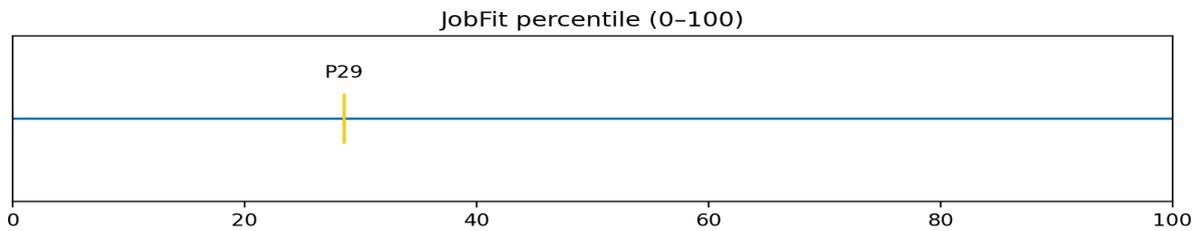
Competency breakdown

Competency	Benchmark	Candidate	Above/Below	Importance	Impact
Energy & enthusiasm	938	110	-88.27%	14.06%	-12.41 pts
Active Listening	2186	1530	-30.01%	17.19%	-5.16 pts
Influencing & Persuasion skills	2186	1530	-30.01%	10.94%	-3.28 pts
Product Knowledge	2139	1632	-23.70%	10.94%	-2.59 pts
Agility & Responsiveness	2674	3162	18.25%	7.81%	1.43 pts
Open and Enthusiastic	1566	1530	-2.30%	9.38%	-0.22 pts

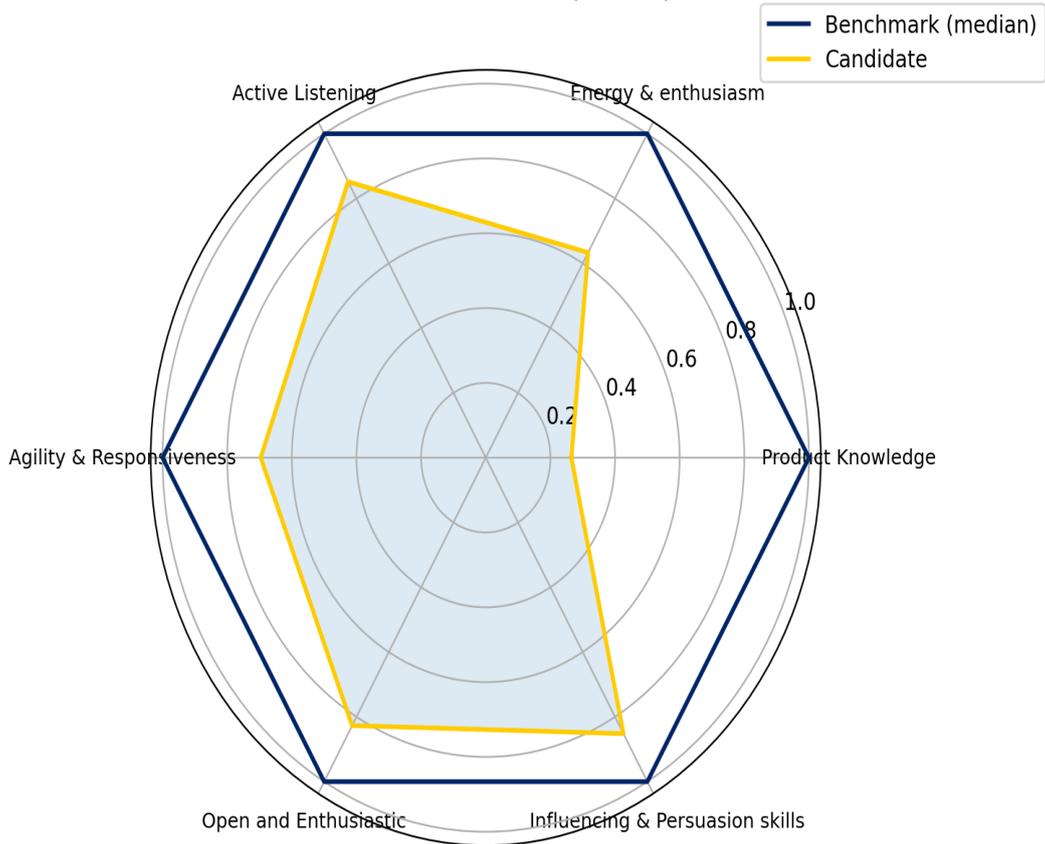
JobFit Score -21.36	JobFit Percentile P29	Decision keep_in_pool
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Recommended training focus for this candidate

Focus area	Why this is recommended	Gap vs benchmark
Product Knowledge	High importance (10.9%) and strong negative impact (8.04 points).	73.49% below benchmark
Energy & enthusiasm	High importance (14.1%) and strong negative impact (5.16 points).	36.67% below benchmark



Candidate vs benchmark (shape comparison)



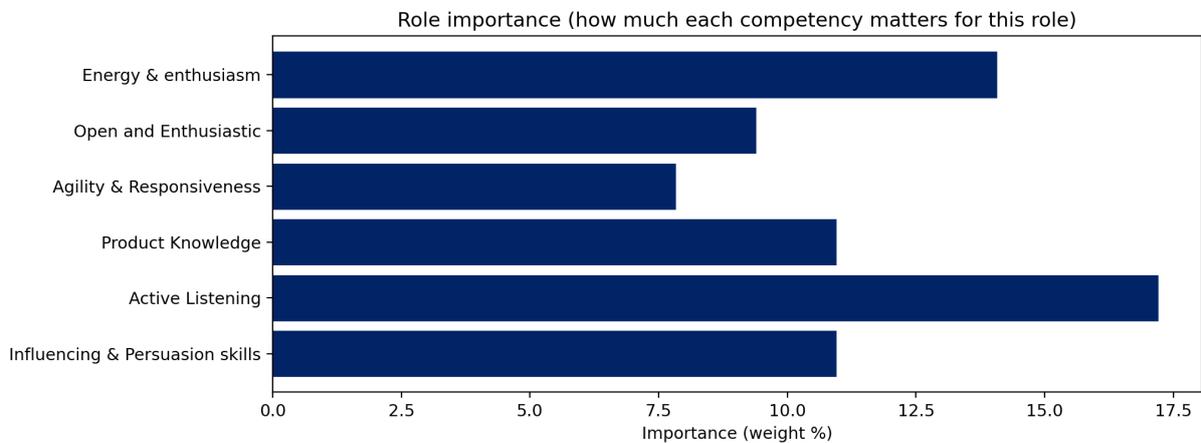
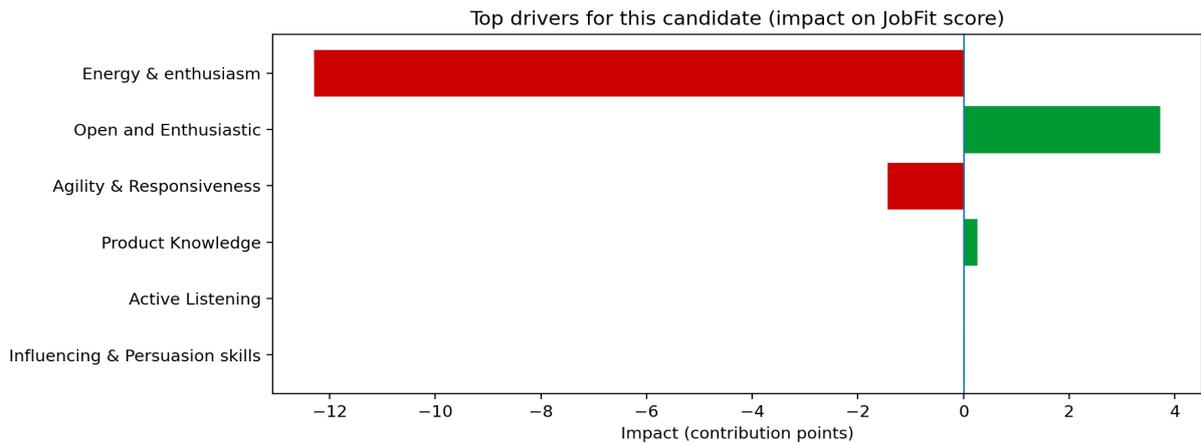
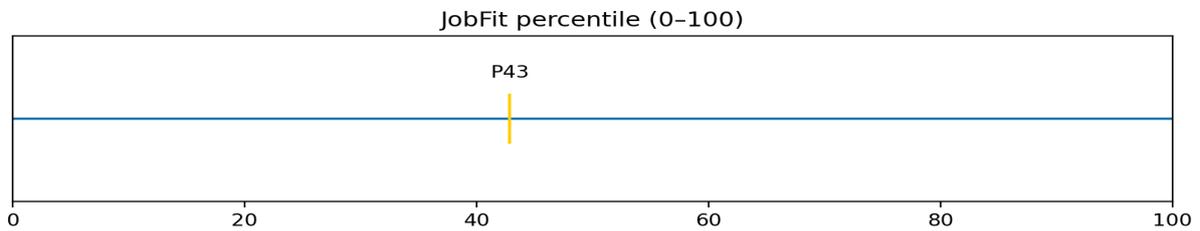
Competency breakdown

Competency	Benchmark	Candidate	Above/Below	Importance	Impact
Product Knowledge	2139	567	-73.49%	10.94%	-8.04 pts
Energy & enthusiasm	938	594	-36.67%	14.06%	-5.16 pts
Active Listening	2186	1862	-14.82%	17.19%	-2.55 pts
Agility & Responsiveness	2674	1862	-30.37%	7.81%	-2.37 pts
Open and Enthusiastic	1566	1295	-17.31%	9.38%	-1.62 pts
Influencing & Persuasion skills	2186	1862	-14.82%	10.94%	-1.62 pts

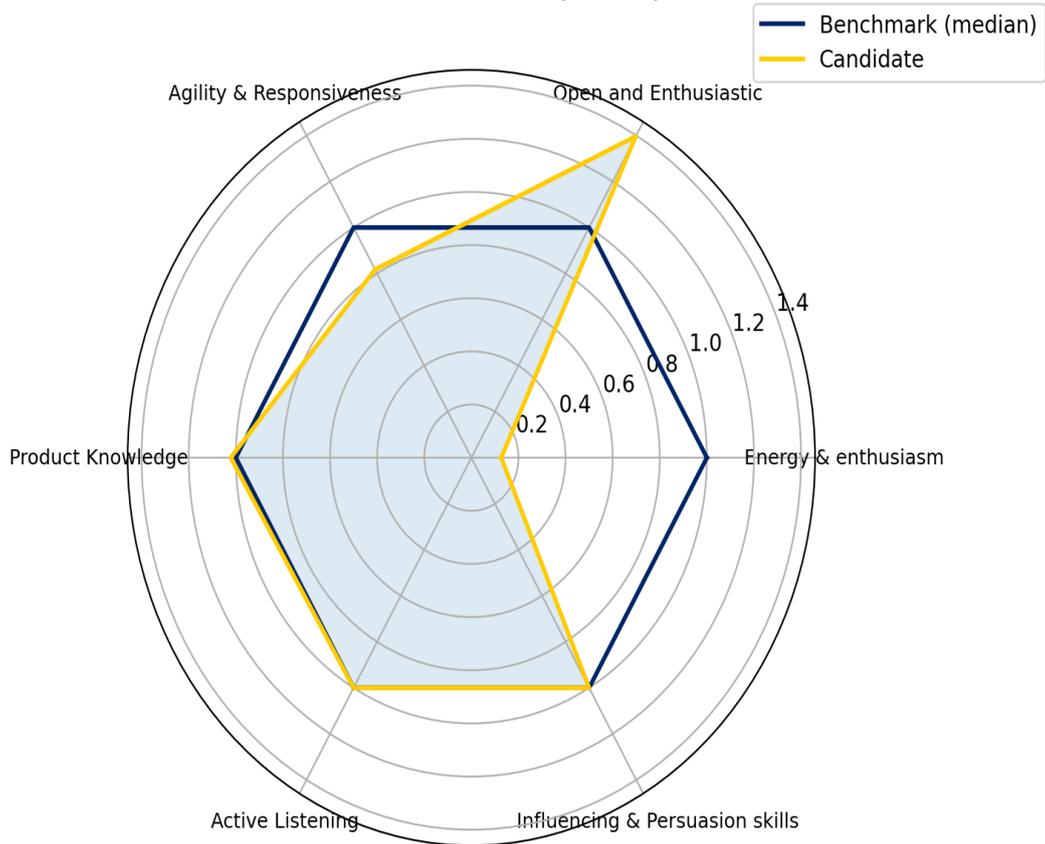
JobFit Score -9.75	JobFit Percentile P43	Decision keep_in_pool
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Recommended training focus for this candidate

Focus area	Why this is recommended	Gap vs benchmark
Energy & enthusiasm	High importance (14.1%) and strong negative impact (12.28 points).	87.31% below benchmark
Agility & Responsiveness	High importance (7.8%) and strong negative impact (1.43 points).	18.25% below benchmark



Candidate vs benchmark (shape comparison)



Competency breakdown

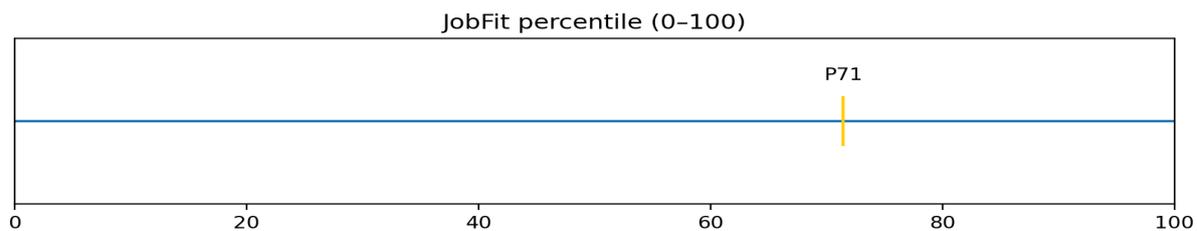
Competency	Benchmark	Candidate	Above/Below	Importance	Impact
Energy & enthusiasm	938	119	-87.31%	14.06%	-12.28 pts
Open and Enthusiastic	1566	2186	39.59%	9.38%	3.71 pts
Agility & Responsiveness	2674	2186	-18.25%	7.81%	-1.43 pts
Product Knowledge	2139	2186	2.20%	10.94%	0.24 pts
Active Listening	2186	2186	0.00%	17.19%	0.00 pts
Influencing & Persuasion skills	2186	2186	0.00%	10.94%	0.00 pts

tanya.singh@aks.com | Band: AMBER | P71

JobFit Score 0.00	JobFit Percentile P71	Decision keep_in_pool
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Recommended training focus for this candidate

No training gaps identified (candidate is at/above benchmark in most key areas).



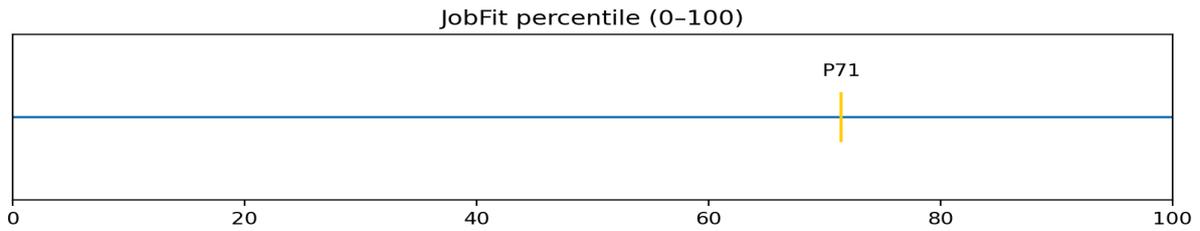
Competency breakdown

Competency	Benchmark	Candidate	Above/Below	Importance	Impact
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JobFit Score 0.00	JobFit Percentile P71	Decision keep_in_pool
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Recommended training focus for this candidate

No training gaps identified (candidate is at/above benchmark in most key areas).



Competency breakdown

Competency	Benchmark	Candidate	Above/Below	Importance	Impact
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JobFit Score 9.89	JobFit Percentile P86	Decision promote
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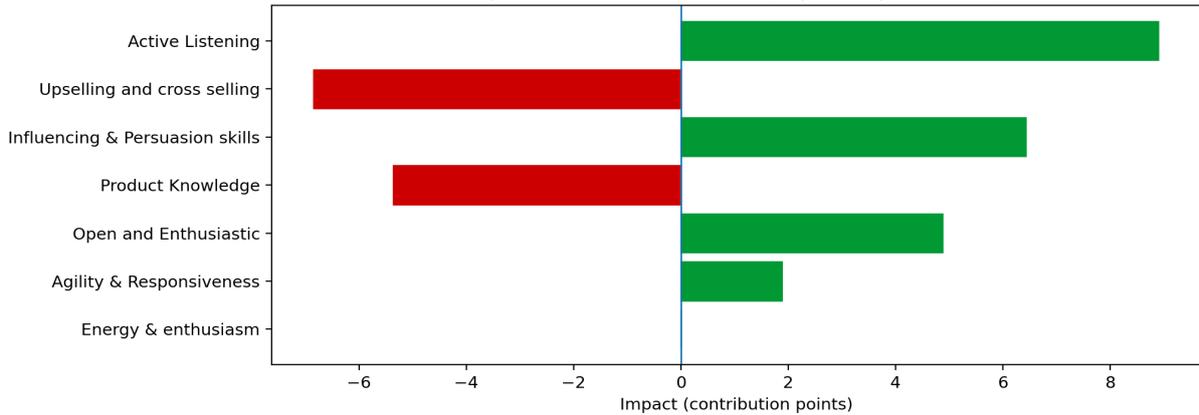
Recommended training focus for this candidate

Focus area	Why this is recommended	Gap vs benchmark
Upselling and cross selling	High importance (10.2%) and strong negative impact (6.84 points).	67.31% below benchmark
Product Knowledge	High importance (10.9%) and strong negative impact (5.36 points).	48.99% below benchmark

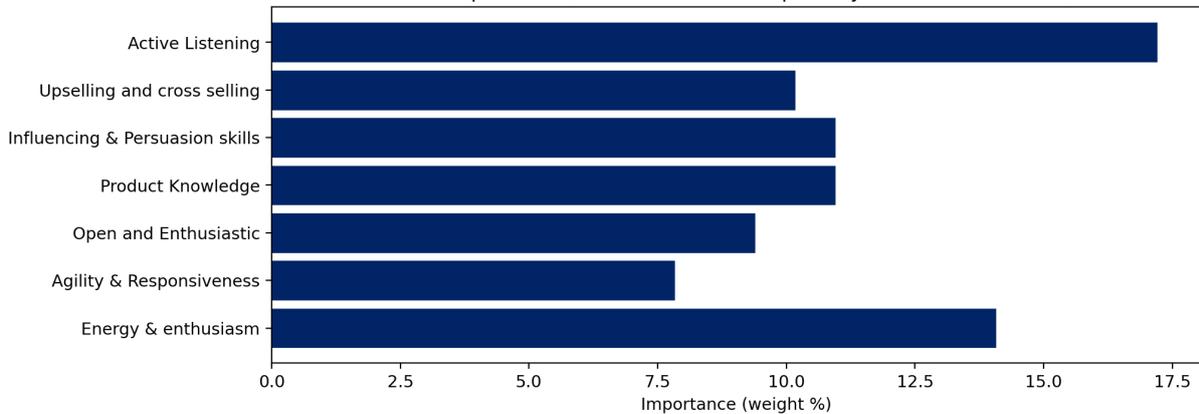
JobFit percentile (0-100)



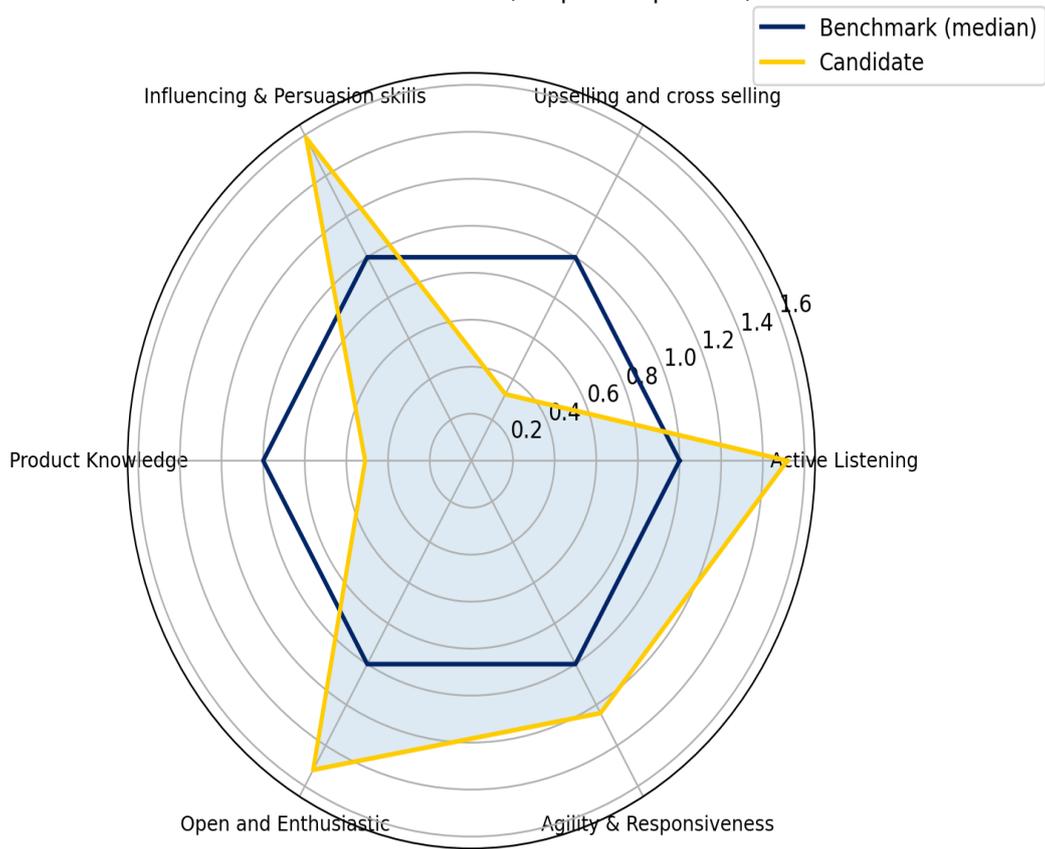
Top drivers for this candidate (impact on JobFit score)



Role importance (how much each competency matters for this role)



Candidate vs benchmark (shape comparison)



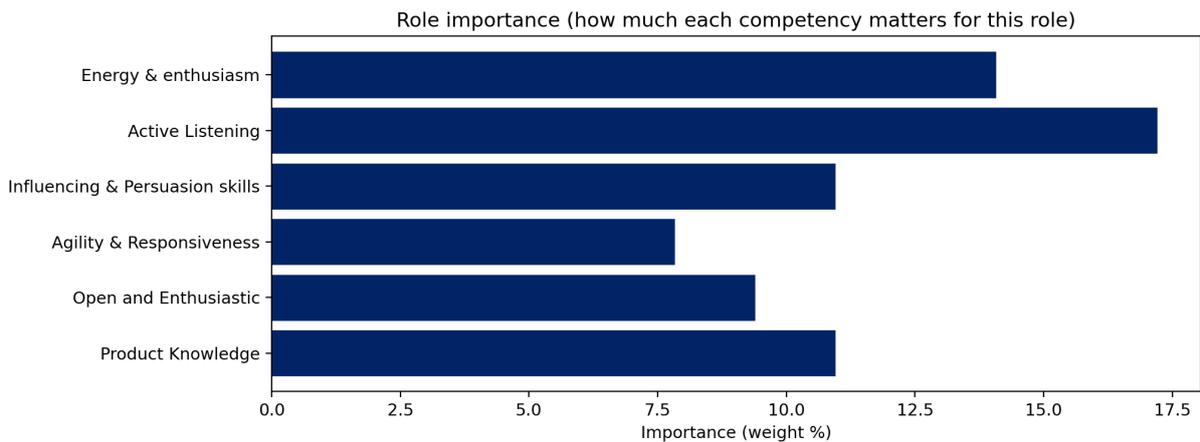
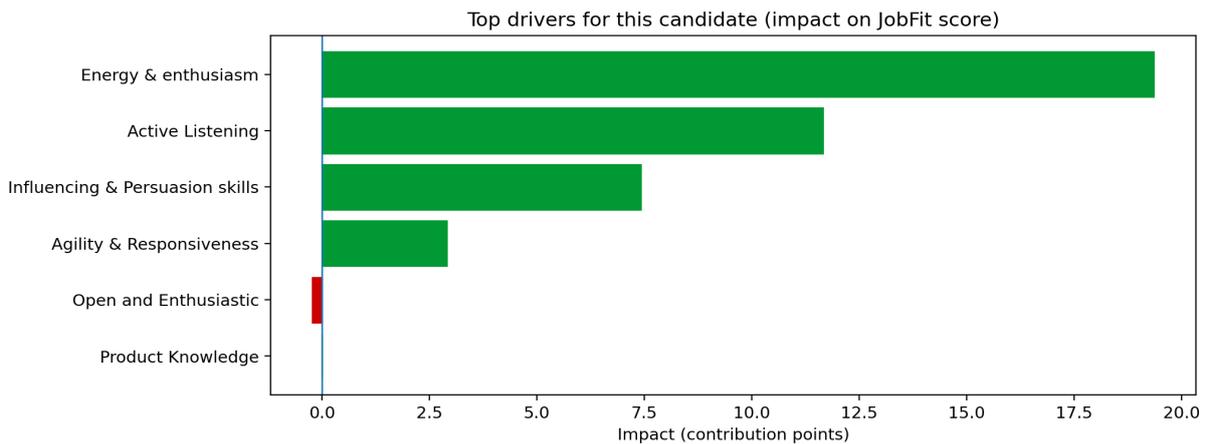
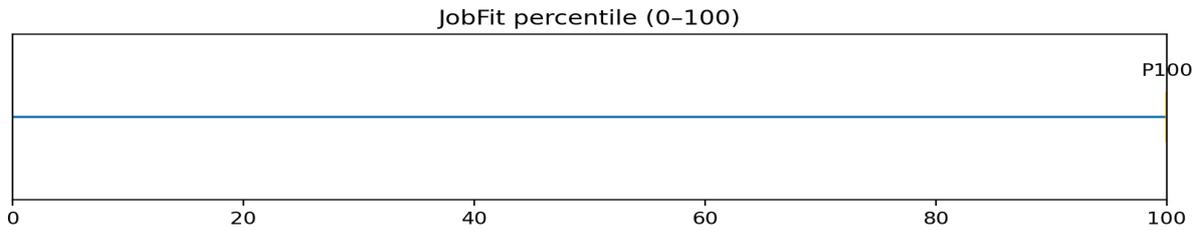
Competency breakdown

Competency	Benchmark	Candidate	Above/Below	Importance	Impact
Active Listening	2186	3318	51.78%	17.19%	8.90 pts
Upselling and cross selling	468	153	-67.31%	10.16%	-6.84 pts
Influencing & Persuasion skills	2186	3471	58.78%	10.94%	6.43 pts
Product Knowledge	2139	1091	-48.99%	10.94%	-5.36 pts
Open and Enthusiastic	1566	2380	51.98%	9.38%	4.87 pts
Agility & Responsiveness	2674	3318	24.08%	7.81%	1.88 pts
Energy & enthusiasm	938	938	0.00%	14.06%	0.00 pts

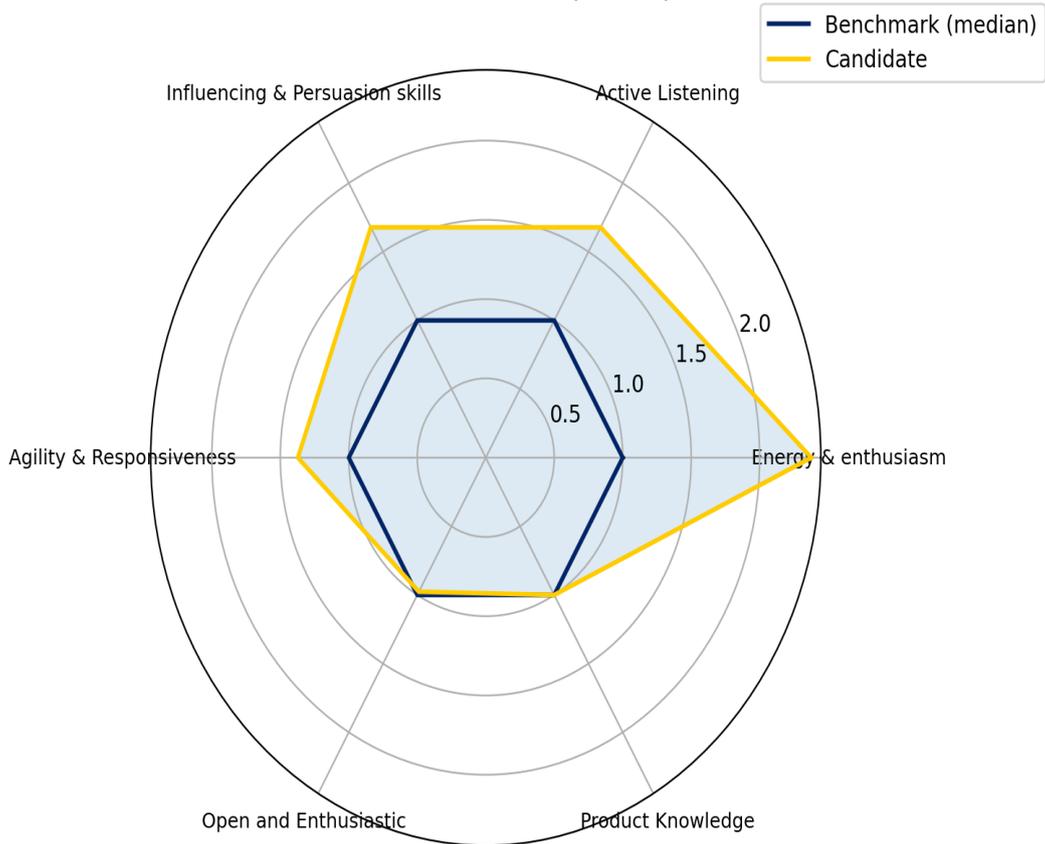
JobFit Score 41.10	JobFit Percentile P100	Decision promote
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Recommended training focus for this candidate

Focus area	Why this is recommended	Gap vs benchmark
Open and Enthusiastic	High importance (9.4%) and strong negative impact (0.22 points).	2.36% below benchmark



Candidate vs benchmark (shape comparison)



Competency breakdown

Competency	Benchmark	Candidate	Above/Below	Importance	Impact
Energy & enthusiasm	938	2229	137.63%	14.06%	19.35 pts
Active Listening	2186	3668	67.80%	17.19%	11.65 pts
Influencing & Persuasion skills	2186	3668	67.80%	10.94%	7.42 pts
Agility & Responsiveness	2674	3668	37.17%	7.81%	2.90 pts
Open and Enthusiastic	1566	1529	-2.36%	9.38%	-0.22 pts
Product Knowledge	2139	2139	0.00%	10.94%	0.00 pts