




Wentworth *TalentMetric* Decision Map

Which factors drove the hiring decision?

Are they consistent with the company's values? Are they related to on-the-job success?

- **CANDIDATE TO BE HIRED:** The candidate in the yellow  column is the candidate scheduled to be hired.
- **GOOD DECISION?** We can help preview the decision to see if it makes sense vs. the candidate evaluations.
- **WHAT IS IMPORTANT?** The green  bars represent the hired candidate's score on that requirement being 20%+ greater than the average score for that requirement. The salmon  bars represent the hired candidate's score being lower. These differentiations illustrates what the hiring manager thinks is important.

		Goal	Jermaine Sullivan	Liang Collier	Richard Zhang	Andrew Yancy	Bob Johnson
Job Related - 0.627 SD - 2.97 AVE - SD is 21.1% of AVE	Demonstrated experience in leading large-scale software/application development organizations.	3	4	3	3	3	4
	Demonstrated technical experience developing applications within a high-availability system environment.	3	3	3	3	3	3
	Demonstrated ability to manage state-of-the art applications development using best practice methods.	3	4	3	3	3	3
	Demonstrated successful project management skills.	3	3	3	3	3	3
	Demonstrated experience using Agile/Scrum methodologies for applications development.	3	2	3	3	2	3
	Demonstrated experience developing applications using Java.	3	2	1	4	4	3
	Demonstrated experience developing applications using Web Services.	3	2	2	2	2	2
	Demonstrated experience developing applications using WebSphere.	3	2	3	3	2	1
	Demonstrated experience developing applications within a .Net environment.	3	2	3	2	3	1
	Successful experience in developing application disaster recovery plans.	3	3	3	3	3	3
	Demonstrated successful experience managing all aspects of the budgeting process.	3	4	3	3	3	3
	Successful experience managing applications development of customer focused on-line applications.	3	3	3	3	3	3
	Demonstrated experience either writing or assisting in the writing of IT Strategic Plans.	3	3	3	3	3	3
	Demonstrated experience staying abreast of the latest technologies.	3	3	3	4	4	3
	Demonstrated experience working in a SOA (Service Oriented Architecture) environment.	3	3	3	3	3	3
	Demonstrated successful experience managing contract personnel.	3	4	3	3	3	3
	Demonstrated effectiveness in validating proposed methods, processes and solutions.	3	4	3	3	3	3
Demonstrated ability to manage and negotiate with vendors.	3	4	3	3	3	3	