



Career **U**pside

Joan Q. Public Candidate Fit Summary

Candidate Fit Summary: Joan Q. Public

Role Evaluated: Executive Assistant / Inside Sales
 Prepared for: Acme Corporation
 Prepared by: Career Upside

Overall Fit Score

Overall Estimated Fit: 7.5 / 10 (Stronger alignment with Executive Assistant and Operations responsibilities than with heavy prospecting sales responsibilities.) Note that this is based on the job description that you provided.

Fit Meter

Poor Fit	Moderate Fit	Good Fit	Strong Fit	Excellent Fit
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The marker above reflects the overall alignment between Joan’s Birkman behavioral patterns and the responsibilities described in the role.

Role Component Alignment

Role Component	Fit Level	Summary Insight
Executive Assistant / Executive Support	Strong Fit	High structure, organization, and detail orientation align well with EA responsibilities.
Operations / CRM / Deal Coordination	Strong Fit	Excellent alignment with process management, workflow coordination, and operational follow-through.
Client Communication / Scheduling	Moderate–Strong Fit	Comfortable interacting with people and facilitating meetings and logistics.
Inside Sales Support	Moderate Fit	Can support sales processes through coordination and follow-up.
Cold Prospecting / High Persuasion Sales	Potential Risk Area	Low persuasive interest suggests prospecting-heavy roles may be less energizing long-term.

Recommended Role Structure

Joan appears best suited for a role where the majority of responsibilities center around executive support, operations, coordination, and organizational follow-through. A structure where approximately 60–70% of responsibilities involve operational or executive support and 30–40% involve sales support activities would likely align well with her natural strengths.

Purpose of This Analysis

This document provides an objective perspective on the potential alignment between Joan Public's Birkman assessment results and the responsibilities associated with the Executive Assistant / Inside Sales role.

Executive Summary

Joan's Birkman profile indicates strong alignment with operational, organizational, and executive support responsibilities. She appears particularly well suited for environments requiring coordination, structure, and attention to detail. **Sales prospecting responsibilities may be less naturally aligned with her motivational drivers.**

Key Behavioral Strengths

- Operational organization and process discipline
- Ability to manage high workloads and multiple priorities
- Strong attention to detail and reliability
- Comfort supporting executives and coordinating logistics

Motivational Patterns

Joan's interest profile indicates strong motivation for supporting others, administrative coordination, and analytical or structured activities. Persuasive interest is comparatively low, suggesting highly competitive or persuasion-heavy sales roles may be less energizing.

Disclaimer

This report is provided for informational and advisory purposes only. Insights are derived from behavioral assessment data and should be considered alongside interviews, experience, references, and other hiring factors. Final hiring decisions remain solely the responsibility of the employer.