

| Shadowmatch and Skillsgrid Functionalities | <i>Functionalities of _____ compared to Shadowmatch and Skillsgrid</i> | |
|---|--|----|
| | Yes | No |
| 1. Behavioural Benchmark: Creates a yardstick (Benchmark) of the behaviours that are most conducive for the job. The behaviour of successful employees in a job provides a consolidated benchmark to determine the intensity and diversity of behavioural habits necessary for each unique job and environment in the business. | | |
| 2. Auto Reliability Calculator: The system auto-determines the reliability and validity of a benchmark and helps the user to improve this aspect of the benchmark. | | |
| 3. Skills Benchmark: The Skillsgrid system enables employers to create a skills benchmark of skills needed to succeed in the job. This benchmark is used as a yardstick for recruitment and development. | | |
| 4. Behavioural Development: Identifies behavioural development needs to build the success of current and newly appointed employees. | | |
| 5. Skills Development: Identifies collective and individual skills development needs amongst employees in a business. | | |
| 6. Behavioural Matching Chart: Presents a visual outline of the habits of an individual as it compares to the benchmark habits. | | |
| 7. Skills Matching Graph: Present a visual comparison of the skills of and individual to the consolidated skills necessary for the job. | | |
| 8. Job Success Behavioural Predictor: Shadowmatch calculates an index to assess the probability of an individual to be as good as the current successful employees doing a job. | | |
| 9. Job Success Skills Predictor: Skillsgrid calculates the level to which an individual matches the skills of successful employees as a direct indicator of potential success in the job. | | |
| 10. Shadowmatch Multimatch: The behavioural habits of an individual can be matched to multiple jobs to determine the best fit in the organisation. A benchmark can be used to search the organisation for individuals with habits that match the benchmark. | | |
| 11. Skills Multimatch: Skills of an individual can be matched to the skills index of multiple jobs to determine the best fit in the organisation. A benchmark can be used to search the organisation for individuals with skills that match the benchmark. | | |
| 12. Shadowmatch Short Report: The system generates a summary report that provides a concise behavioural summary. | | |
| 13. Shadowmatch Full Feedback Report: Shadowmatch generates a complete and comprehensive report to outline and explain the habits, intensities and where applicable some implications of the relative strength of habits. | | |
| 14. Shadowmatch Matching Report: The system generates a report to explain and outline the comparison of the habits of the individual to the benchmark habits necessary for the job. | | |
| 15. Skills Report: This report is an outline of the skills of the individual and normally serves as a report to inform the individual of his/her skills. The report includes a visual graph of the individual's skills. | | |
| 16. Virtual Personal Development Programmes (screen based): The system provides screen based development programmes helping an individual to learn the behaviours of successful people in the job. This includes guidelines to the mentor. | | |
| 17. Paper Based Development Programmes: The Personal Development Programmes can also be requested as printed documents with learning outcomes and guidelines to the mentor. | | |
| 18. Certification of completion for individual who completes Personal Development Programmes. | | |
| 19. Job Specification: Shadowmatch auto creates a behavioural job specification. | | |
| 20. Capturing of Personal Information: The system can be custom-set to force capture specific information from the individual as deemed necessary by the company. | | |
| 21. Automated Search Functionality: Finding people on the system. | | |
| 22. Interview Packs: Shadowmatch provides a fully automated interview system with interview questions unique to the job with an automated calculator to determine which candidate is best based on a panel interview process. | | |
| 23. Data Exports: Shadowmatch enables the system administrator to export different combinations of data to be used for company specific analysis. | | |
| 24. Skills Audit: Skillsgrid enables a business of any proportion to do a full skills audit of their workforce with skills gap analysis in one day (if properly planned and executed). | | |
| 25. Shadowmatch Workmatch Reports: This report is aimed at the individual to help him/ her understand where their behaviour is different to that of the most successful employees sharing the same job. This report also highlights development recommendations. | | |
| 26. Shadowmatch Work Related Relationship Reports: A workplace relationship report is provided to help any two people in the business better understand their relationship and to improve the relationship success by doing or not doing specific things. | | |
| 27. Team Building: Shadowmatch provides a fully automated team building capability with the following key functions: <ul style="list-style-type: none"> a. Stretch graph to indicate collective team behavioural intensities b. Compares individual behaviour to collective team behaviour c. Compares individuals with each other d. Identifies seven subgroups functional in teams e. Provides individual team reports to each individual f. Provides a consolidated team report for the team leader | | |
| 28. Personal Shadowmatch Portal: Each individual on the Shadowmatch system gets a personal portal where reports and additional functionalities are available. | | |
| 29. Personal Relationship Reports: The individual can, from his/ her personal Shadowmatch portal, request relationship reports on the following relationships: Work, marriage, love, parent/ child, co-habitation, friendship, family and teacher/ learner. | | |
| 30. Web-based Training: User training for administrators is web-based and no/ minimal additional training is necessary to understand and navigate the system. | | |
| 31. All functions of Shadowmatch and Skillsgrid are fully automated with real time availability. | | |
| 32. Advanced Access Level Settings: User access can be set with different authority levels and precision defined access content. | | |
| 33. Automated Exports Shadowmatch and Skillsgrid: Selected data can be exported to a system email address without compromising data security. | | |