



Rightfit



## MyProfile Assessments

For Employers & Job Seekers

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Everyone has a talent. We match it right.

[www.rightfitglobal.com](http://www.rightfitglobal.com)

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# MyProfile Assessments

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## Making for Happy Careers

### What does MyProfile do?

MyProfile provide a valuable insight into a person's ability to perform tasks reflects their knowledge, skills and experience. It helps identify the willingness, desire and suitability to perform those tasks reflect behavioural preferences.

Myprofile reports are designed for the industry and focus on work related behaviour. The reports provide suggestions for suitability of the candidate to the job.

This allows employers to make better selections and for job seekers, provide a them with a better understanding of their own abilities, hidden skills, talents and identifies where they can be of most value to a future employer.

### MyProfile assists you to...



Better understand the hidden behavioural skills and abilities



Illustrate value and potential



Employ people with the right attitude and ability



Identify whether the job seeker is a good 'fit' for the job



Match the best person for each particular requirement



Avoid costly mistakes



Improve success in the workplace and align the right job to the right person

### For Job Seekers

For job seekers, there is no better way to help you identify your hidden abilities and skills. To align these in your resume and to ensure you have the evidence to demonstrate to a future employer all of your talents beyond your past experience.

Undertaking a My Profile not only helps you get a leg up and the confidence to go forward, it shows a potential employer that you are serious about your careers and want to learn more about what you can bring and the value you add.

It helps refine and identify your future development path and provide clarity over what are the suitable career steps for you.

#### Matching Applicants to Jobs and the Right Job to you

According to the Harvard Business Review, "It's not experience that counts or college degrees or other accepted factors; success hinges on a fit with the job". A successful hire will depend on the matching of an individual's natural abilities to the requirements of the position, otherwise known as 'job match'.

Job match is one of the most reliable factors to consider when making a hiring decision.

Every job requires a specific behavioural style for it to be done successfully. The person whose behavioural style and talent matches the profile of the job will do that job the best. They'll be the perfect 'fit' or match for the job.

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## Making for Happy Careers

### Creating Harmony in the Workplace

People who are well suited to their job and employer are more productive, happier and less stressed than those whose personal style is not a good match to the job. They work in harmony with others and see every day as a rewarding challenge.

Bad hires disrupt harmony in the workplace. By using Myprofile's behavioural assessments you can reduce stress and improve productivity by understanding the right fit.

### MyProfile Reports Feature:

- A profile summary for each applicant
- Style Graphs indicating intensity of each behavioural dimension
- Preferred working conditions
- How to communicate effectively for maximum performance
- Key behavioural traits
- Value to the organisation
- Career choices that best suit this person's behavioural style
- Management style and strengths
- Work Style Review
- The right 'fit' for the right job

This is valuable information sometimes missed at an interview. Additional information on validation and behavioural styles is also included.

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## MyProfile for Employers

### Hiring the Right People is the Key to your Business Success

At Rightfit, we know that the most important job for any manager or business owner is to employ the right people. It doesn't matter whether you are a multi-national global empire or a small start-up family business. To be successful and achieve your business goals you need to have the right people working for you.

Every job requires a specific behavioural style for it to be done successfully. Validating the candidate skills and linking this to their future training and development is critical to selecting, retaining and developing the right person for your business..

### For Employers

Myprofile helps you find the right person, with the right attitude.

Myprofile is one of the fastest, most cost effective and easiest ways to help identify the best candidate for the job, helping you identify these behavioural styles and talent matches that best suit the job.

Coupled with Rightfit's comprehensive range of Skill Check Assessments, Skill Check is an easy-to-use, effective way to ensure you are selecting the right person the right job.

Best of all MyProfile Assessments are economical, reliable and highly accurate.

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## Making for Happy Careers

### Why use MyProfile?

Selecting the right person for the job is more than just matching skills, qualifications or experience. It's about matching a candidate's personal style to that required by the job.

Employees who are well matched to the job are more productive, add profits, stay longer and cost less to train. Myprofile is an opportunity for employers and recruiters to find out how the candidate will act and behave before employing them.

It's well known that we hire based on skills and qualifications, but we fire based on behaviour. Myprofile helps you minimise hiring mistakes by understanding the candidates behavioural profile. Harvard Business Review confirms in a widely cited study: "It's not experience that counts or college degrees or other accepted factors; success hinges on a fit with the job".

## MyProfile is used in Many Different Ways



### Pre-employment job placement

Finding the right person for the job.  
Is the candidate a good match for the company and the job?



### Training & Development

Personalise training programs so that each employee can be developed according to their learning style.



### Management Decision Making

Help select future managers and leaders. Discover if the person is suited to the promotion and what training they may need.



### Conflict Resolution

Resolve conflict by understanding personal styles to settle differences.