VALUE FIT INDEX (VFI)™

PROFILE REPORT

Example Tan
24 May 2016

CANDIDATE INFORMATION

AGENCY:	Dinarius LLC
CANDIDATE:	Example Tan
NRIC:	s6987574j
DATE:	24 May 2016
FIT:	0.00 %
BANDING:	No Match

Agency Values	Agency Ranking	Candidate Ranking
Excellence in Delivery	1	5
Innovative	2	7
Communication	3	9
Teamwork	4	1
Integrity	5	8
Trust	6	2
Reliability	7	3
Responsiveness	8	4
Respect for others	9	6

TEST DESCRIPTION

The Value Fit Index (VFI) provides an indication of how well an individual's relative importance of values matches that of the organization against which he or she is evaluated. A higher fit suggests that the individual's priority of values is more in line with that of the organization; while a lower fit suggests that the individual's priority of values is less in line with that of the organization. The VFI should be used in conjunction with information from other assessments in order to obtain a detailed overall perspective of each individual.

FIT

The fit between an individual and the organization in terms of the relative importance of values is represented in percentage terms. The higher the percentage, the better the fit between the organizational ranked values and the individual. A 100% fit indicates that the individual's ranked values is identical to that of the organization, while a fit of 0% suggests that the individual's ranked values has no fit with that of the organization.

COMPUTATION

How a candidate ranks the values plays an important part in the computation of the FIT score. Different ranks are assigned different weightages, and the derivation of the FIT score is not linear. Values ranked number 1 has a higher weightage than values ranked second, and so on.

Values	Agency Values Ranking	Candidate A	Candidate B	Candidate C	Candidate D
Values X	1	1	4	1	3
Values Y	2	3	2	4	2
Values Z	3	2	3	2	1
Values P	4	4	1	3	4
	FIT	65%	0%	16%	4%

In the example above, Candidates A and B both have two values that are ranked similarly to the organisation. Candidate A has Value X ranked 1 and Value P ranked 4; while Candidate B has Value Y ranked 2 and Value Z ranked 3.

Candidate A has a FIT score of 65% in view of the fact that the top ranked value (Value X) is the same as that of the organization. However, Candidate B has 0% FIT because the candidate's top ranked value (Value P) is not aligned with the organisation's top ranked value (Value X), and Value P is in fact ranked lowest by the organisation.

To illustrate further, Candidate C has one Value X aligned with the organisation while Candidate D has two values Y and P ranked similar to the organisation. Since the higher ranked value for Candidate C is similar to the organization, the FIT score of Candidate C will be higher than Candidate D even though Candidate D has two values (middle and lowest) aligned with the organisation but they are not values that are perceived most important by the organisation.

BANDING

The banding represents a grouping of the candidates tested on VFI, by grouping together a range of fit scores and describing the category with an appropriate term reflecting the relative standing of the individual within the range. The banding used ranges from Very Low, Low, Moderate Low, Average, Moderate High, High to Very High.