

ARE THEY A SUPERSTAR?

ATTRIBUTES	C PLAYER 1 2 3	B PLAYER 4 5 6	A PLAYER 7 8 9	SUPERSTAR 10	SCORE
CULTURAL FIT	Does not fit with team	Fits with some team members	Aligns with team and fits well with Hiring Manager	Lives and breathes company culture	
CORE VALUES	Weak integrity	Has integrity and values honesty	Strong integrity, demonstrates company core values	Models company's core values to others	
APTITUDE	Does not get it; slow learner	Gets it but needs a little more time to understand position	Capacity for learning	Strategic thinker, quick learner, transforms the bottom line	
AMBITION	May jump ship for "better position," just a job	Short term splash, long term disappointment	Motivated, committed; position is part of career path	Passionate about success for themselves and company in the long-term	
ABILITY	Has not learned necessary skills for success	Learned skills but cannot demonstrate	Demonstrates learned skills	Leader in their field	
RESUME	Embelished resume	Good background, decent skills	Ability for success	Operating in "unique ability"*	
				TOTAL	

SCORE KEY

0 - 18 C Player
 19 - 36 B Player
 37 - 54 A Player
 55 - 60 Superstar

* Dan Sullivan

VISION SPARK™

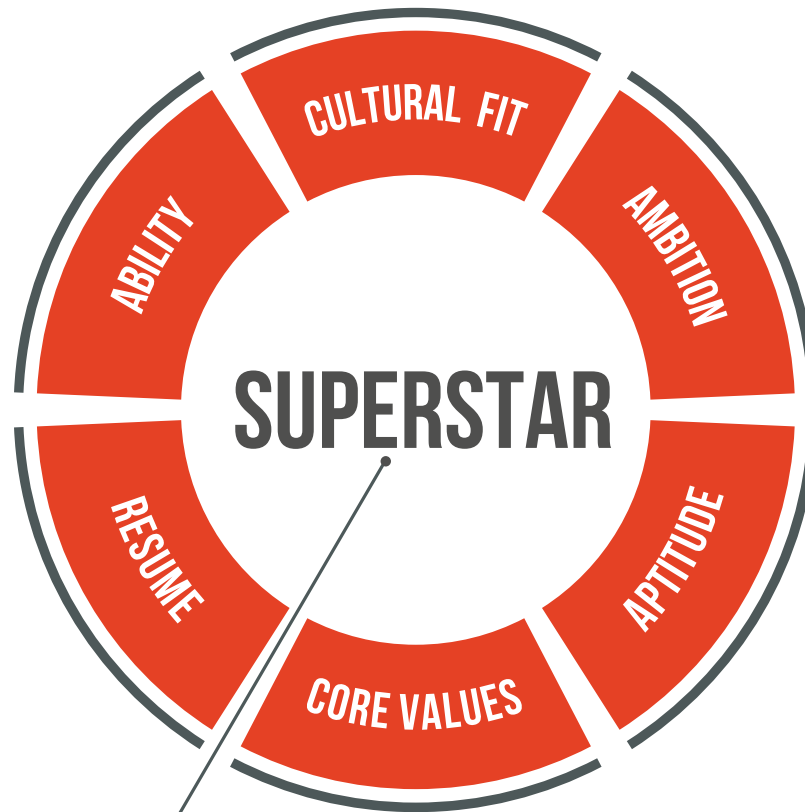
RIGHT SEARCH. RIGHT TEAM. RIGHT SEATS.

The VISIONSPARK Difference:

- 1 CUSTOMIZED WITH CARE**
Passionately partner with you to fuel your Vision
- 2 RIGOROUS AND STRATEGIC PROCESS**
Objective tools with proven success
- 3 FIXED FEE**
Not paying more for the best talent



LONG-TERM, ENGAGED TOP-PERFORMER



HIRE SUPERSTARS



Hiring VisionSpark to help find our VP of Ops was the one of the most influential and impactful decisions I have ever made at Premier Allergy. I recommend VisionSpark without hesitation to anyone looking for a search firm.

Summit Shah
CEO, PREMIER ALLERGY



It is very important that when we hire candidates, they fit with our company culture and they have the mental capacity to do the job. There are many assessments that can be used to evaluate talent, but I have not seen one as consistent as VisionSpark's. I would absolutely recommend VisionSpark to anyone looking to grow right the first time!

Sam Zungri
VP OF OPERATIONS,
POLARIS AUTOMATION

**The VisionSpark method is based on the research and work of Ken Cardinal and Bob Spence, architect of the Choosing Winners System™*