

## Success Profile Template

### I. What is a Success Profile?

A success profile is the description of a role in terms of its inputs and outputs. Job Descriptions (JD) do a good job of describing the outputs of a job i.e. what will this role be responsible for. However, there is a gap in describing the inputs needed to be successful in the role. While success in the role is measured by the outputs delivered and impact created, outputs or impact can only be measured post-facto. Inputs, however, can be controlled. In order to be able to predict success on the job and control it, we need to be able to define "job inputs". An input is defined as the set of skills and competencies needed to be able to deliver the outputs needed.

A success profile requires that each input be described with examples so that the bar for each skill/competency is clear from the description. When described this way, a success profile is a great tool not only to assess candidates during the hiring process but also to measure performance of incumbents in the job.

### II. What outputs / outcomes will the role drive?

# The Success Profile

**KJ Lindholm-Leary**



## **The Success Profile:**

## **The Success Profile** Book Review: Unveiling the Power of Words

In a world driven by information and connectivity, the energy of words has become much more evident than ever. They have the capability to inspire, provoke, and ignite change. Such may be the essence of the book **The Success Profile**, a literary masterpiece that delves deep to the significance of words and their effect on our lives. Compiled by a renowned author, this captivating work takes readers on a transformative journey, unraveling the secrets and potential behind every word. In this review, we will explore the book's key themes, examine its writing style, and analyze its overall effect on readers.

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