

Shadowmatch Functional Overview

Shadowmatch is a fully automated online system and results are immediate and globally available. The following fully automated functions of the system are available:

- Create a **Benchmark** of top performers
- Auto Statistical Benchmark **Reliability** and **Validity** Calculator
- **Visual matching** of individuals to a single and multiple Benchmarks
- Scripted document to explain the match of an individual with a Benchmark (**Matching Report**)
- Automated **recommendation for development** of an individual
- Worksheet engagement **time and activity analysis**
- Bulk activation and notification of **Development Programmes** for large groups
- Paper based Development Programmes with **mentorship training** for the mentor
- Virtual (screen-based) **Mentorship Programmes** for distance and remote development needs
- **Certification** for completed Mentorship Programmes to mentees
- **Interview Packs:** Questions and Evaluation Scoring System
- Behavioural **Job Specification Creator** (Auto Creates a Job Spec)
- **Team Analysis** - Team and team member behaviour preference analysis
- **Team Analysis** - Team member role analysis (collective and individual)
- **Full Team Analysis Report:** Collective and individual
- **Full Personal Feedback Reports**
- **Abbreviated** Personal Feedback Report
- **Private Portal** for each individual with full personal reporting functionalities
- Eight different **Relationship Reports**
- **Capturing** of personal detail
- Automated **search** function
- Comprehensive **data export**
- **Online user training**
- Advanced **user access** settings
- Automated **sequential export** to system email address