

## Shadowmatch Overview

Shadowmatch is an intelligent software system developed to understand the patterns in people's behaviour. It is a known fact that behaviour (passive or active) forms patterns also known as habits. If we successfully plot these patterns, we can (based on the patterns) predict future behaviour. This has endless value. Shadowmatch empowers you to utilise this value in four main areas of business and everyday life.

### Optimal Success of People in the Workplace

Shadowmatch has an intelligent way to compare the behaviour of an individual to the collective behaviour of a group of top performers specific to a job, company and workplace. By doing this, it predicts the possible success of such an individual in the same job. It automatically recommends specific development areas to optimise the success of the individual when doing the same job. This enables companies to place employees in jobs where they have optimal potential for success.

### Personal Development Programmes

People can learn new habits. Experience based learning is the best way to help an individual learn those behaviours that are necessary for success. Shadowmatch has 20 different Personal Development Programmes to help people improve their success in the workplace. These programmes are mentorship programmes and they can either be done by face-to-face mentors in a company or professional virtual mentors who are dedicated to guide an individual through the learning and development phases.

### Team and Group Dynamic Analysis

When people work together as a team they can easily become frustrated as a result of different ways of doing things. When they understand their differences and similarities it becomes much easier for them to collaborate. Shadowmatch does a full team analysis with inter-team-dynamics and personal positions taken by every team member. This enables team leaders and managers to manage their teams optimally. It also empowers each team member to collaborate with team members in a positive and accommodating manner.

### Relationship Building for Individuals

Relationships between individuals can be very challenging. When relationships become compromised, the success and happiness of those involved could become seriously challenged. Shadowmatch provides Relationship Reports on eight different relationship types. Personal Relationship Reports are available to the individual from a private personal portal and work related Relationship Reports can be requested by a Shadowmatch administrator. This service is managed in the most careful way possible. Privacy without the risk to exclude those involved takes priority.