

Shadowmatch Questions Answered

1. Shadowmatch can not be categorised under the banner of personality, psychometric or “similar assessments”. **Why not?** Because Shadowmatch doesn’t measure ability, personality or any psychological constructs. It is not a test, an assessment or a questionnaire. An individual cannot fail or get a bad or incompetent result.
2. **What is Shadowmatch and how does it work?** Shadowmatch is an online worksheet that presents an individual with a task to be completed. Whilst the individual engages with the task (being the Shadowmatch worksheet), the system “observes” how the individual engages and completes the task and it seeks for recurring patterns of behaviour. The result is a graph that indicates the individual’s habits measured across 25 areas. This graph is then matched against the combined habit pattern of top performers doing a specific job in a specific working environment. It then measures whether the individual has completed the worksheet in the same way as the top performers in the environment to which he / she will be matched (either for a job placement or for career / succession development). Shadowmatch does a comparative study between the habit patterns of that of the top performers completing a specific task (the Shadowmatch worksheet) and that of the individual completing the same task.
3. **Shadowmatch** falls under the category of inbasket exercises, role-plays and worksheets.
4. **Research** has indicated that there is a very high congruency between the way in which top performers doing a specific job in a specific working environment execute tasks or do things - they have a very high congruence in their habits. The research has also proven that if the environment doesn’t allow the habits (or absence of certain habits) of the individual to function freely (allow the individual to be his/her natural self), that individual has a high propensity to fail. The person might feel restricted if the environment doesn’t allow him/her to live radical, strongly embedded habits or the person might feel stretched beyond his/her own capabilities if he/she doesn’t have very strong habit patterns in an environment where highly defined habit patterns are required towards becoming successful. It is important to find a behavioural - context match.

5. The research team's investigations included a total of 16 000 people. This included people from the age of 14 - 75 and it stretched across all race, gender and culture groups in South-Africa. The final tests to ensure validity and reliability were done across 8 groups of 50 people each.
6. The tool doesn't work with a predetermined benchmark or norm group. It is totally customisable for any environment in any country (be it work, sport, school, varsity, etc). **How?** By correctly choosing the top performers doing the same job in a specific environment. These top performers individually complete the worksheet and the system automatically combines their shared habits into a benchmark that can be used for recruitment of new people and development of existing staff that are not achieving and exceeding performance targets.
7. Shadowmatch is not biased against any individual or group of people. The company sets their own benchmark against which recruitment and development is done.
8. There is a very high correlation between work performance and an individual's match against the benchmark of the top performers doing the same job. (Please refer to the attached case study). Where an individual's habits are a close match to that of the top performers (benchmark), there is a high tendency for that individual to easily fit into the working environment and culture, adapt to the leadership style and perform the tasks with ease because he/she shares the habits of the top performers. In fact, time and time again an individual that was a very close match to the benchmark has also become a top performer in a short space of time. Case studies have also proven that an individual with a high match to the benchmark is trained and becomes competent to start on the job in a shorter space of time than those individuals who are not a good match to the benchmark. An individual with a high match to the benchmark has a high propensity to succeed doing the same job in the same environment. This propensity towards success is indicated as the "single consolidated match" on the Shadowmatch results page. The propensity to success indicator automatically assumes a "ceterus paribus" measurement - "all things being equal". In other words, the person has a specific propensity towards success given the fact that he/she gets the same training, tools, working environment, is placed in the same team under the same leadership within the same culture.

Shadowmatch™

9. The successful completion of the Shadowmatch worksheet doesn't require of an individual to have any level of advanced psychological self-insight. Not all people have the same level of self-insight and this discrepancy or limitation has a huge impact on the accuracy and validity of the results in assessments where this is required. Shadowmatch purely maps how a person would react / behave in a specific situation or against a specific task - in other words, what the person would do. The accuracy of the results is therefore not dependant on an individuals thinking, feeling or self-experience patterns and insights but purely on how a person would behave.
10. Shadowmatch combines fuzzy logic, probability logic/theory and complexity logic/theory into a dynamic consistency matrix without any pre-defined profile of the so called 'ideal profile' myth. The mathematical model is so advanced that it automatically determines the reliability and validity of the benchmark.