



Fit Isn't a Feeling — It's a Framework.
Behavioral Compatibility, Measured.

Name: Alex Rivera

Position ID: POS-123

Role: Sr. Front End Engineer

Date Assessed: August 6, 2025

Fit Flag: ■ Moderate Fit – Minor coaching needed

Match Score: 3.8 / 5

 **Set clear expectations for proactive ownership and follow-through early in onboarding.**

Summary of Alignment or Friction

Alex Rivera aligns well with the team's expectations around communication and feedback—both value directness, clarity, and timeliness. His contribution style of “direct with empathy” supports team norms of accountability and ownership. However, there may be friction around work environment and structure: the team expects proactive ownership, whereas Alex's phrasing (“pause, reframe, and re-prioritize”) suggests a more reactive approach that could be misinterpreted as indecisive under pressure. Additionally, his broad flexibility might need clearer boundaries to match the team's rhythm.

Behavioral Sub-Scores

Dimension	Score
Communication	4.5
Feedback	4.5
Work Environment	3
Structure / Autonomy	3.5
Prioritization	
Contribution Style	4.0
	3.8 / 5

Follow-Up Interview Questions

1. Can you share a recent example where you had to take full ownership of a problem without being asked?
2. How do you typically respond when priorities change mid-project?
3. When you're unsure about next steps, how do you decide whether to act independently or check in?

Next Steps

Schedule a final alignment conversation with Alex Rivera using the interview questions above.

 Need help interpreting the results or aligning your team? Contact your RightFit Advisor.

Report Generated by the RightFit Index™ System

This report is designed to highlight behavioral alignment between the candidate and your team. It's not a prediction of performance or a guarantee of success—use it alongside interviews, references, and real-world context for the full picture.