

STEP 1 - Understanding Employee Fit/Compatibility

In most cases there are two elements to a person not performing to the maximum in the job:

- Fit with the job
- Interface with their supervisor/fellow workers

This also has a direct bearing on people who are top performers in their job. It is, therefore, important to evaluate job fit and job compatibility for as many people as possible.

This can easily be achieved by creating job success patterns for every job title in your organization, starting with the most critical positions, when you use the Profile XT system.

Each person who has been assessed can then be compared to the success pattern for their job; this will generate coaching information to improve performance.

Your employees can then be compared to all the other job patterns to see if they have a better fit elsewhere in the company. This same format will be incorporated in Succession Planning to look within to fill pending gaps in the workforce.

This process can also be used for new hires to help assure job fit and top performers. From the list used to rank employee performance, two key areas should be reviewed:

Top Performance – Assess all top performers to use as a basis for developing success patterns. These patterns can be used in hiring to assure expectations of adding more top performers and/or if current employees have strong matches to these patterns but lack trainable skills, training programs can be implemented to prepare people to fill these positions.

Very Marginal Performance – This group should also be assessed as soon as possible. There could very well be opportunities for performance improvement if we can find better job matches and/or information to better coach, manage and motivate this group.

