

Work Environment

The Work Environment instrument was developed to provide a systematic and comprehensive way of exploring the behavior demanded by various jobs. Most jobs have a job description or a list of duties and responsibilities. A job description rarely tells us anything more than what the person is to do in the job; it leaves out how the person is to do it and when it must be done. The Work Environment assessment identifies all the human factors that are absent in job descriptions.

The Work Environment system can be used to:

1. create a master job graph
2. create a behavioral measurement for applicants
3. revitalize and re-direct present staff
4. identify stressful job situations

The software used to generate the reports can provide a variety of report formats:

- Job only
- (Jane's) perception only
- Job vs. (Jane's) perception
- (Jane's) vs. (Manager's) perception
- Job vs. (Jane's) basic style
- Job vs. (Jane's) response to environment

BENEFITS

The combination of the Style Analysis and the Work Environment instrument allows us to analyze not only the behavior the person brings to the job, but the behavior required to be successful in that job.

When a person is hired to do a job that requires the same behavior that they bring to the job, several things happen.

1. The person can immediately focus energy on completion of the job itself.
2. The person will enjoy doing the job because of the natural match with their instinctive behavior.

By contrast those people who bring different behavior to the job than what the job demands must first focus energy on adjusting their behavior to the job. What energy is left after adapting to the job can then be used to perform the job. This can be a formula for stress and poor job performance.

Managers and direct reports often disagree on what are the top priorities of the job. This is also true for the behaviors required to be successful in the job. Anytime two people have different perceptions of the job; the result is usually a poor evaluation or substandard performance.

IMPACT

The Work Environment can positively affect:

- Candidate selection
- Turnover
- Job Stress
- Productivity
- Job Satisfaction
- Performance

For Details, Contact:

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