



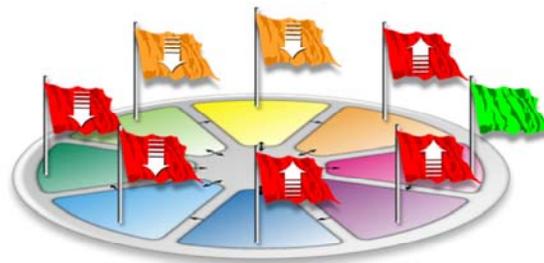
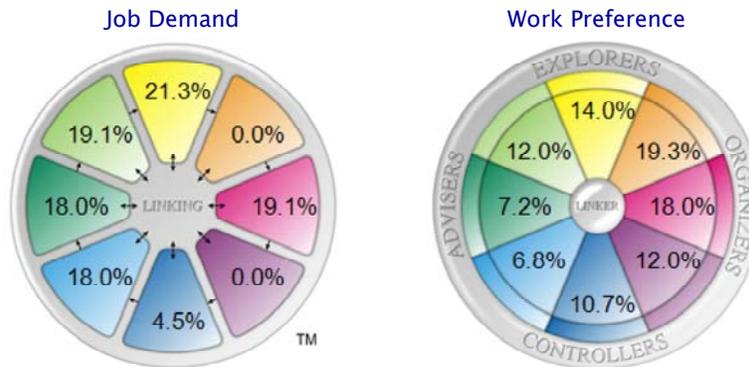
In association with:



Job Match

Name: Chris Sample
Job Title: Director of Leadership

Rater: Chris Sample
TMP Net Scores: E:3 C:1 A:12 S:1



- Key:
- High match between job demand and work preference (above 80%)
 - Moderate match between job demand and work preference (50% - 80%)
 - Low match between job demand and work preference (less than 50%)
 - Preference for this work function is above the demand for it.
 - Preference for this work function is below the demand for it.
 - No flag: Job demand and work preference are not significant.

In interpreting the above data, pay particular attention to the red flags. A 'down-arrow' red flag suggests that you may enjoy doing less of this Types of Work function than is currently required by the job. An 'up-arrow' suggests that you may enjoy doing more of this Types of Work function than is currently required by the job.

Advising: Your flag feedback

Your match

Advising is critical to success in the job you have rated.

Your current work preferences are less than half the Advising requirements of this job. The red flag down-arrow indicates that it's worth considering some changes to improve the job match.

What next?

To get a better match you may need to redefine the job so that Advising becomes less important. Alternatively, you may need to become more comfortable with the skills required in this type of work. Patience can be a virtue for Advising work, as an investigative approach may be required to discover all that is needed about a particular topic.

It also helps to be a self-starter, capable of working in ambiguous situations, often with minimal supervision. Sometimes many different lines of investigation may be underway at the same time.

One important thing for you to consider may be whether you like working alone or with others. Some Advising work focuses more on gathering information from people through face-to-face or phone contact, whereas other types of Advising may be better for those who like working alone, relying on their own unique data-gathering skills.

Innovating: Your flag feedback**Your match**

Innovating is critical to success in the job you have rated.

Your current work preferences are 50–80% of the Innovating requirements of this job. The amber flag down-arrow indicates that it's worth considering some changes to improve the job match.

What next?

Perhaps you could redefine the job so that Innovating becomes less important? Alternatively, you may need to become more comfortable with the skills required in this type of work. Innovating has an emphasis on following your own and other people's ideas with a fair degree of independence. It covers a wide range of activities, from coming up with ideas to experimenting with them.

One important thing for you to consider may be whether you like working alone or with others. Some Innovating work requires the stimulation of actively working in a group, whereas other types of Innovating may be more suitable to those who like working alone, relying on their own unique creative skills.

Promoting: Your flag feedback**Your match**

Promoting is very critical to success in the job you have rated.

Your current work preferences are 50–80% of the Promoting requirements of this job. The amber flag down-arrow indicates that it's probably worth considering some changes to improve the job match.

What next?

Perhaps you could redefine the job so that Promoting becomes less important? Alternatively, you may need to become more comfortable with the skills required in this type of work.

Promoting requires an emphasis on exploring ideas with others, asking questions, and networking. It has a high 'communications' content where you may be involved in several different activities at the same time.

Promoting often has a focus on presentation and representative work. Persuading and influencing others, in client or in-house meetings are also key skills to develop.

Developing: Your flag feedback**Your match**

Even though Developing isn't a critical part of the job, you still have a 'red flag up' because your preference for it is more than twice that required. You could try redefining this job so that the Developing component becomes a more important part of the job, but you may be better concentrating on other areas of the Wheel.

What next?

Have a look at those sectors that are more critical to job success than Developing, particularly those with red or amber down-arrow flags. These are areas where possible changes might be more beneficial to you.

Organizing: Your flag feedback**Your match**

Organizing is critical to success in the job you have rated. Your current work preferences are well matched to these requirements.

What next?

Have a look at any other sectors that have red or amber flags. These are areas to focus on if you want to improve your overall job demand-work preference match.

Producing: Your flag feedback**Your match**

Even though Producing isn't a critical part of the job, you still have a 'red flag up' because your preference for it is more than twice that required. You could try redefining this job so that the Producing component becomes more important, but you may be better concentrating on other areas of the Wheel.

What next?

Have a look at those sectors that are more critical to job success than Producing, particularly those with red or amber down-arrow flags. These are areas where possible changes might be more beneficial to you.

Inspecting: Your flag feedback**Your match**

Even though Inspecting isn't a critical part of the job, you still have a 'red flag up' because your preference for it is more than twice that required. You could try redefining this job so that the Inspecting component becomes a more important part of the job, but you may be better concentrating on other areas of the Wheel.

What next?

Have a look at those sectors that are more critical to job success than Inspecting, particularly those with red or amber down-arrow flags. These are areas where possible changes might be more beneficial to you.

Maintaining: Your flag feedback**Your match**

Maintaining is critical to success in the job you have rated.

Your current work preferences are less than half the Maintaining requirements of this job. The red flag down-arrow indicates that it's worth considering some changes to improve the job match.

What next?

To get a better match you may need to redefine the job so that Maintaining becomes less important. The core aspect of Maintaining focuses on the development, implementation and monitoring of standards and services.

Maintaining often requires you to work in areas that align with your personal beliefs and values. It does help if the work involves issues that passionately interest you. Issues such as quality, ethics, customer support, safety, security, confidentiality, privacy and care are all part of the Maintaining function.

Good Maintaining requires a commitment to excellence over the long-term with in-depth approaches rather than superficial ones. Often the work involves contributing quietly in the background to areas you care about.

It is important to realize that there is no relationship between performance in a job and the level of match. Many people are comfortable in performing well in areas where there is a low match. This is because other factors also contribute to an individual's job satisfaction. Salary and rewards, quality of supervision, perception of career prospects, autonomy, job variety, health, prestige, ability, experience, interpersonal skills, environment, corporate values, and co-workers are just some of the many variables that impact job choice and job satisfaction.

The purpose of the match data is just to help you reflect on your current job and consider the question *'Where am I?'*

If there are low matches in any of the Types of Work functions, it could be an early warning of a possible low job satisfaction. If the match relates to your current job it might be worthwhile discussing appropriate strategies with your supervisor. Some choices might be:

- You and your supervisor redesign the job
- You change to suit the job (personal development required)
- You delegate those parts of the job with low matches
- You look for another job more in line with your work preferences

If you would like a different perspective ask colleagues or your supervisor to rate your job using this 'App'.



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