



# Profiles WorkForce Compatibility

## Actionable Information for Every Employee on Your Staff

The quality of the relationship between Manager (executive, director, supervisor, team leader) and employee significantly impacts employee performance. Managers and employees who understand each other's style are highly productive and engaged. However, Managers who are "out of sync" with their employees often cause low productivity, dwindling morale and high excessive employee turnover.

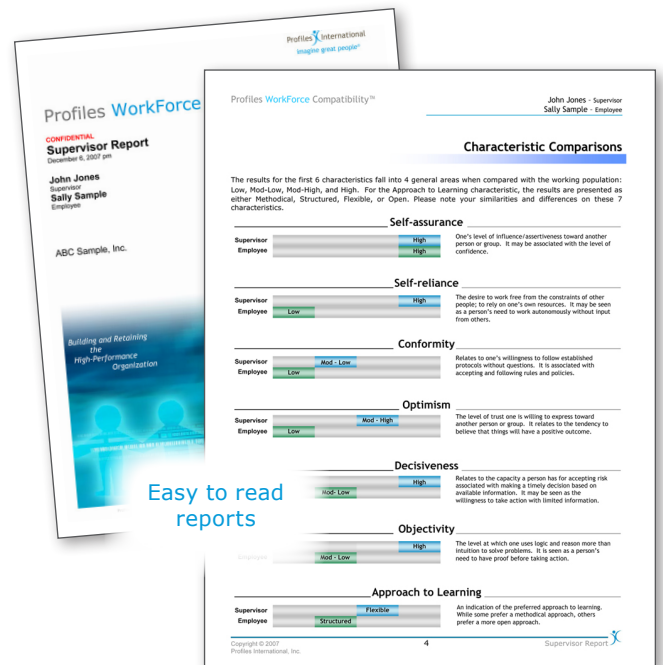
- A significant factor that drives employee engagement and productivity is their relationship with their boss.
- Research consistently shows the primary reason employees leave a company is because of conflict with their Manager.

When people become more knowledgeable about each other's uniqueness, differences and areas in common, compatibility increases. More work gets accomplished. Greater engagement results in increased productivity.

– Jim Maloney, President  
United Freight Services

The more a Manager understands an employee, the more effective they can be. Profiles WorkForce Compatibility™ is a valuable management tool that

combines insight into the unique working characteristics that can impact the employee/manager relationship, along with actionable information on how the employee and Manager can best work together.



- Understand differences in working styles between Managers and employees.
- Receive specific guidance on how the Manager and employee interact to:
  - Increase productivity
  - Improve communications between Manager and employee
  - Identify and avoid potential management conflicts
  - Resolve ineffective working relationships

Profiles WorkForce Compatibility™ provides insight into 7 key characteristics that define the relationship between an employee and their manager. These characteristics include:

- Self-assurance
- Self-reliance
- Conformity
- Optimism
- Decisiveness
- Objectivity
- Approach to Learning

### The Profiles WorkForce Compatibility™ solution includes two reports:

The **Supervisor Report** provides detailed analysis of the quantitative differences in ratings between the Manager and the employee for the 7 characteristics.

- The **Profiles Summary** provides a high level overview of the major working styles for both the Manager and the employee.
- The **Characteristic Comparisons** section provides quantitative ratings identifying similarities and differences between the employee and the Manager for the 7 characteristics.
- The **Working Together** section provides specific recommendations on how to best manage the employee based on the similarities and differences in working characteristics.
- The **Next Steps** section provides detailed instructions on how to successfully implement Profiles WorkForce Compatibility™ solution.

The **Employee Report** provides an employee-centric perspective of the similarities and differences in working characteristics of their Manager, with specific guidance on what they can do to best work with their Manager.

### Create Management Strategies Tailored for Every Employee

Every employee/manager relationship is unique and requires a different management strategy to achieve best results. For example, the relationship and management strategies between a highly decisive boss and a highly decisive employee will be significantly different than the relationship the boss has with a less decisive employee. The decisive employee thrives on quick decisions, while the other will be more methodical in their decision-making approach, potentially conflicting with the faster-paced Manager. A “one size fits all” management approach used for both employees will likely result in frustration for everyone.

Profiles WorkForce Compatibility™ solution allows Managers to easily create a custom management strategy for every employee in their organization to **develop a highly engaged and productive workforce.**