

# Profiles WorkForce Compatibility™

**Profiles WorkForce Compatibility™** is a powerful tool which measures critical workplace compatibility information between a Manager (executive, director, supervisor, team leader) and their employees. Having a greater understanding of the dynamics of the relationship helps the Manager and Direct Report appreciate where their perspectives are similar and where they differ, resulting in a more productive and positive working relationship!

<b>Provides:</b>	Insight into compatibility between Manager and their Direct Reports  Specific steps to increase Manager and employee productivity
<b>Measures:</b>	7 Compatibility Characteristics <ul style="list-style-type: none"><li>• self-assurance</li><li>• self-reliance</li><li>• conformity</li><li>• optimism</li><li>• decisiveness</li><li>• objectivity</li><li>• approach to learning</li></ul>
<b>The Process:</b>	The Manager completes the online assessment The Direct Report completes the online assessment Profiles WorkForce Compatibility™ Reports are generated immediately online.
<b>Time to Take:</b>	35 minutes
<b>Used for:</b>	Increasing productivity Identifying and closing compatibility gaps between Manager and employee Improving communications between Manager and employee Raising the level of engagement Reducing employee turnover
<b>Reports:</b>	Supervisor Report Employee Report
<b>Research and Validation Study:</b>	2007
<b>Administration:</b>	Internet and/or paper/pencil
<b>Scoring:</b>	Internet