

Profiles Managerial Fit™



Profiles Managerial Fit™ (PMF) is a special report that utilizes data from the ProfileXT® to measure critical aspects of compatibility between managers and their employees. This report offers an in-depth look at one's approach to learning, as well as six critical dimensions of compatibility

with their manager: self-assurance, conformity, optimism, decisiveness, self-reliance and objectivity.

Managers use this information for adapting their styles in order to get the most from each employee; improve communication; increase engagement, satisfaction, and productivity; and reduce employee turnover.

Why assess employees and managers?

People typically don't quit their companies, they quit their bosses. During times of change in an organization, such as when hiring or restructuring, it is easy to overlook culture, chemistry and personal fit. Given the urgency to make difficult decisions, personnel decisions are made based on short-term need and factors that make sense on paper.

However, once new people start working together, interpersonal issues are likely to surface. While a small degree of workplace conflict may be considered a sign of engaged employees, excessive and chronic conflict can be damaging, distracting and costly.

The PMF gives your managers valuable information and insight on a person to be more effective, more productive, and to more consistently deliver results.

Did You Know?

- 85% of employees leave due to conflict in the supervisor/employee relationship.
- 50% of an employee's work satisfaction depends on the relationship with his or her supervisor.
- Executives were found to spend a minimum of one month per year dealing with personality conflicts.



How does the PMF™ assessment work?

Most of our clients who use the Profiles Managerial Fit report have already assessed their managers and employees with our ProfileXT® assessment. If this is the case, your Profiles International Business Partner will enable your administrator to run reports for your managers and their employees.

If you have not yet assessed your people with the ProfileXT, then your people will take an abbreviated version of this assessment over the Internet—an HR administrator will simply forward a link to managers and employees. The assessment does not need to be monitored, so the candidate can take it from any computer with Internet access. The system instantly scores the assessment and informs the hiring managers where they can access the results.

What's the next step?

Please contact your authorized Profiles International business partner for a brief demonstration.

PROVIDES	<ul style="list-style-type: none"> • Insight into compatibility between managers and their Direct Reports • Specific steps to increase manager and employee productivity
MEASURES	<p>One's approach to learning, as well as six Critical Compatibility Characteristics:</p> <ul style="list-style-type: none"> • Self-assurance • Self-reliance • Conformity • Optimism • Decisiveness • Objectivity
THE PROCESS	<p>The manager completes the online assessment The Direct Report completes the online assessment Profiles Managerial Fit report is generated online at the request of the manager</p>
TIME TO TAKE	35 minutes
USED FOR	<ul style="list-style-type: none"> • 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
REPORTS	Manager Report
VALIDATION STUDY	2007
ADMINISTRATION	Internet or Paper/Pencil

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