

## Know How Each Employee Is Effectively Understood, Motivated and Managed

A leader's guide for all managers, the Profiles Performance Indicator™ measures key behavioral factors and their impact on business success, providing managers information that makes every employee more valuable and productive. The Performance Indicator™ helps you to know how an individual can be understood, motivated and managed. It helps reduce conflicts in personality and style between managers and employees that get in the way of problem solving.

The Profiles Performance Indicator™ measures key behavioral factors that critically impact success, providing management information that makes every employee more valuable and productive. The Performance Indicator tells you:

- How to motivate the employee
- Whether the employee is internally motivated or will need to be externally motivated
- Behavioral tendencies in critical, job-related competencies
- Employee response to job stress, frustration and conflict

The Performance Indicator™ provides two valuable reports: one for management and one for the employee.

Profiles Performance Indicator™ Management Reports are like instruction manuals, filled with essential information about your people. Reports describe significant job-related behavioral tendencies in seven key measurable areas:

- Productivity
- Quality of Work
- Initiative
- Teamwork
- Problem Solving
- Response to Stress and Conflict
- Work Motivation

The Profiles Performance Indicator™ Management Report provides a guide to better management, coaching and motivation - a tremendous advantage in developing the potential an employee brings to the job. It is filled with specific, individualized management suggestions for working more productively with each person you manage.

The employee receives a self-improvement guide as part of the report.

### Quick to Take

Employees can complete the thirty question assessment in just fifteen minutes – results are immediate.

*"Our company always uses the Performance Indicator when hiring new doctors. We've used it hundreds of times to identify whether or not a doctor has the right personality for the job. Now we encourage the company to use it for other leadership positions. Everyone at Profiles has been a joy to work with. Kudos to the company!"*

- Richard Nicely, Dental One