

*Your guide to managing every employee
for peak productivity and professional growth*

Profiles **Performance** Indicator™

*Profiles Performance Indicator™ is the right
management tool for your organization. It's an
"everybody wins" system that pays big dividends.*

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*Building and Retaining
the
High-Performance
Company*

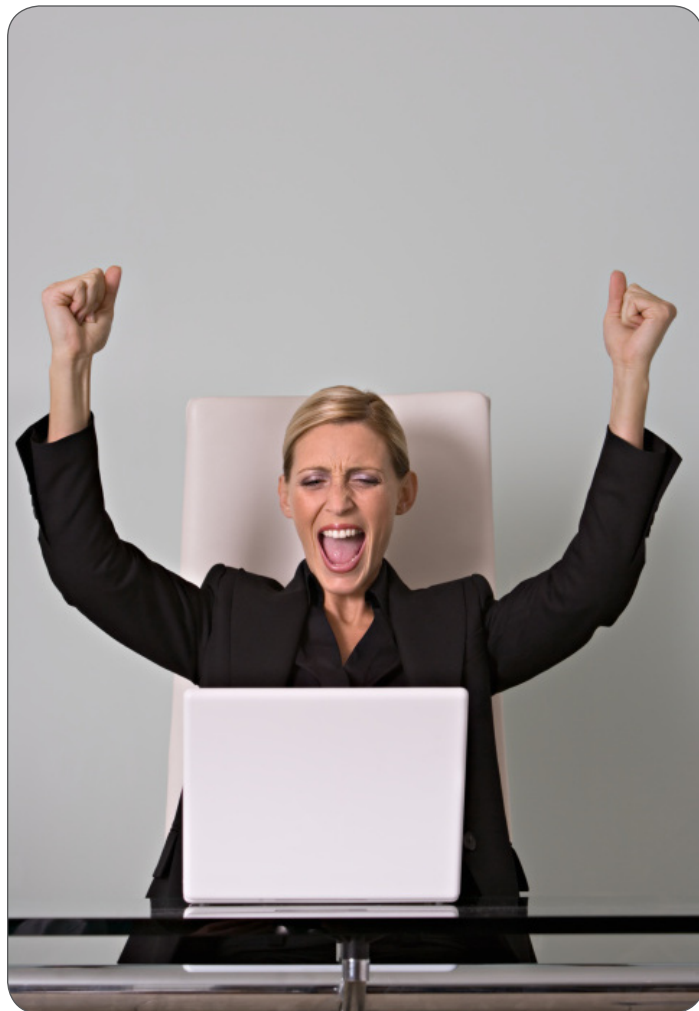
Profiles Performance Indicator™

Have you ever wished employees came with instructions?



If you have been puzzled by an employee's counterproductive behavior or frustrated by an employee's inability to understand simple instructions, you should know about the **Profiles Performance Indicator**. It is a management tool that breaks the inhibitors to effective communication, management and productivity. It reduces conflicts in personality and style that get in the way of problem solving.

The Profiles Performance Indicator is easy to use. In just 15 minutes, an employee responds to 30 questions on a computer, and, moments later, you can be reading an informative and revealing *Management Report*. If you have ever wished employees came with instructions, Profiles Performance Indicator will be like a wish come true.



Benefits of Using the Performance Indicator:

- Promotes learning, self-improvement and communication
- Helps reduce costly errors, creating positive attitudes throughout your company
- Encourages all of your people to do quality work
- Encourages initiative
- Encourages creative problem solving
- Helps your people deal with job-related stress, frustration and conflict
- Shows managers who is internally — or externally — driven on the job
- Gives your managers the know-how to motivate your employees

The Performance Indicator reports are filled with essential information about your people, describing significant job-related behavioral tendencies in these nine key measurable areas:

- ✓ Productivity
- ✓ Quality of work
- ✓ Initiative
- ✓ Teamwork
- ✓ Problem solving
- ✓ Adapting to change
- ✓ Response to stress and conflict
- ✓ Work motivation
- ✓ Motivational energy



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Profiles Performance Indicator™ Reports

Management Report – A tremendous advantage in developing the potential your employees bring to the job. Reports are filled with specific, individualized management suggestions for working more productively with each person you manage. Morale gets a terrific boost because your communication with employees is personalized. They feel your attention is customized to their needs, their personality and their best interests.

Improvement in communication and work motivation leads to significant gains in productivity as more individual, departmental and organizational objectives are reached.

Personal Report – An added bonus that provides your employees with valuable feedback. It gives them information and ideas for professional growth. The report is also their guide to better communication and cooperation with co-workers. It helps them understand their on-the-job attitudes and behaviors.

A big employee payoff comes in building relationships, improving work performance and increasing job satisfaction. Results are immediate!