

Profiles Managerial Fit™



Profiles Managerial Fit™ is a powerful tool which measures critical workplace compatibility factors between managers (executive, director, supervisor, team leader, etc.) and their employee(s). Understanding the dynamics of the supervisor-subordinate relationship helps the manager work more effectively with each employee by recognizing where their perspectives are similar and where they differ. This increased understanding of the relationship leads to a greater comfort for both the manager and the employee.

PROVIDES	Insight into compatibility between Manager and their Direct Reports Specific steps to increase Manager and employee productivity
MEASURES	7 Critical Compatibility Characteristics <ul style="list-style-type: none"> • Self-assurance • Self-reliance • Conformity • Optimism • Decisiveness • Objectivity • Approach to Learning
THE PROCESS	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
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	2008
ADMINISTRATION	Internet or Paper/Pencil