

Profiles Performance Indicator™



The Profiles Performance Indicator™ is a management tool that provides managers and leaders with essential information to more effectively manage the performance of their employees. The Profiles Performance Indicator provides key insights to understand your employee, what motivates them and how to improve their performance.

This assessment also has a Team Analysis feature which shows the manager the team strengths and weakness and how a manager should respond to these weaknesses. This feature also enables the manager to build teams, improve teams, and how to most effectively help teams and its members achieve team goals.

MEASURES

- A. Behavioral indicators in the following critical, job-related competencies and provides suggestions for improving performance:
 - Productivity
 - Quality of Work
 - Teamwork
 - Problem Solving
 - Adapting to Change
- B. Response to job related stress, frustration and conflict
- C. How to motivate the employee
- D. Motivational Intensity
- E. Team Balance
- F. Strengths and weaknesses of the overall team
- G. Describes each team member's characteristics compared to the team leader's characteristics in the 12 Team Factors:
 - Control
 - Social
 - Patience
 - Precision
 - Ambition
 - Composure
 - Positive Expectancy
 - Analytical
 - Results Orientation
 - Emotions
 - Team Player
 - Quality Orientation
- H. Describes methods a leader can use to maximize the performance of each member as part of the team and what roles the leader must play on the team.

TIME TO TAKE	Less than 15 minutes
REPORTS	<ul style="list-style-type: none"> • Management Report, for supervisor or manager • Personal Report, for self-improvement • Graph Report • Team Analysis • Team Action Summary • Team Balance Table
VALIDATION STUDIES	1998, 2001, 2006, 2008, 2009, 2010, 2012
ADMINISTRATION	Internet or Paper/Pencil
SCORING	Internet