

IMPROVE INDIVIDUAL PERFORMANCE & BUILD EFFECTIVE TEAMS

A leader's guide for all managers, the Performance Indicator™ measures key behavioral factors and their impact on business success, providing managers with 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 Performance Indicator™ measures key behavioral factors that critically impact success, providing management with 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.

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

- ✓ Productivity
- ✓ Quality of Work
- ✓ Initiative
- ✓ Teamwork
- ✓ Problem Solving
- ✓ Adapting to Change
- ✓ Response to Stress and Conflict
- ✓ Work Motivation
- ✓ Motivational Energy

The 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. It also includes a graphic summary that illustrates the scores in each scale.

As an added bonus, the Performance Indicator™ has a second report, a Personal Report, to provide 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.

QUICK TO TAKE

In just 15 minutes, an employee responds to thirty questions on a computer and, moments later, you can be reading an informative and enlightening report.

“Time to take the assessment is 15 minutes.”

Syngenta Seeds has gone through some major changes the past few years due to mergers and acquisitions. A tool that we found very useful during this process was the Performance Indicator™. This tool has helped our new managers become a more effective coach for their new team members. By providing the manager with suggestions on how to motivate and improve individual performance we have improved the overall proficiency of the organization.”

Jerry L. Brown, Syngenta Seeds

“Contact your TalentValue Advisor to find out how this solution will help you improve retention and productivity” Build High Performance!