

## How One's Approach to Work Drives Successful Performance

How your current employees, or those you are screening to hire, prefer to approach their work, will give you powerful insights for training, developing and ensuring good "job fit" when hiring.

Clients who use our Prevue Assessment for hiring sometimes forget to utilise the other report options that are available in the Prevue suite – these come at no additional cost. Apart from the Selection and Working Characteristics Report for hiring, Prevue also has an Individual Report. This report can be given to job candidates who are unsuccessful.

Also available are the Succession, Personal Development and Corporate Coaching Reports. The latter two contain some very valuable measures, namely, how a person prefers to approach important work related subjects or situations. Let's have a look at these.

How a person approaches work can be summarised in 9 different dimensions. These are:

1. *Why do they work* - Does this person work to live, or live to work? Some people see work as a means to an end, whilst others define themselves by their work.
2. *Approach to new ventures* - this scale distinguishes those who approach new ventures or issues with caution, versus those who approach the new ventures with optimism.
3. *Leadership style* - leadership style is measured from those who have a nurturing style of leadership against those who are naturally inclined to a more demanding autocratic leadership style.
4. *Preference for change* - does this person like routine or change? This scale identifies how a person fits on a continuum between a structured environment with a fixed routine versus a dynamic fast changing work environment.
5. *Approach to conflict* - is this person forceful or accommodating in their approach to conflict situations?
6. *Compensation preferences* - an important scale for sales roles. Does this person prefer a fixed salary or a bonus commission structure?
7. *Approach to self promotions* – Are they reluctant to put themselves forward or are they very self assured and highly confident?
8. *Approach to Risk Taking* - Are they daring or careful? Are they prone to avoid risky behaviour or are they willing to engage in risk? This is a good measure for workplaces with high safety issues.

9. *Listening Style* – Does this person dominate the conversation or are they a sympathetic listener?

Understanding how a person, whether an applicant or a current employee, approaches their work tasks will enable you to identify “job fit” with new hires or training and development needs of incumbents. The former will stop you hiring a horror story and the latter will greatly reduce training costs.

For a sample Prevue report email [rob@assess.co.nz](mailto:rob@assess.co.nz)

To see more details on Prevue go to [www.assess.co.nz/pages/prevue.htm](http://www.assess.co.nz/pages/prevue.htm)

***Rob McKay is Managing Director of AssessSystems  
He can be reached on 09 414 6030***