



Task Quotient™

Achieve Maximum Benefits With the Best Job Fit

The Value of the Best Job Fit

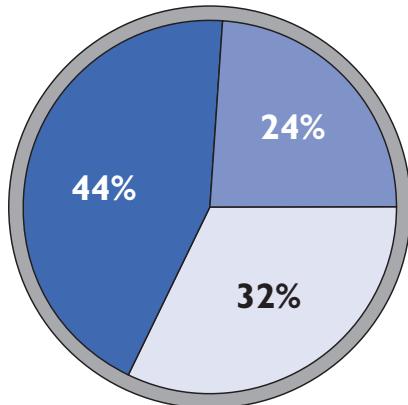
Creating the best job fit can be crucial in job satisfaction, the key to employee selection and retention. Whether the focus is on hiring the right candidate or increasing satisfaction with current employees, creating an alignment between the job and the individual is an important step in creating the best job fit.

The Task Quotient (TQ®) is a unique and simple online assessment that quickly determines what task types the job calls for and what task types the individual prefers. By ensuring a match between the two, you can create alignment between the job and the employee. If alignment does not exist, it can lead to decreased productivity, stress, poor performance and eventually the loss of an employee.

Task Quotient Answers Four Key Questions

- How motivating is the current work environment?
- How well aligned are the employees to their current job or to a new job?
- What can easily be done to improve job satisfaction and productivity in the current work environment?
- What blend of task types creates the best job for an individual?

TQ NEEDED



Task Quotient reports include three percentages that indicate the ideal or needed TQ blend.

- Routine - 24%
- Troubleshooting - 44%
- Project - 32%

The Three Task Types

TQ looks at the job and the individual separately and determines the blend of task types preferred by each. This blend is determined by three percentages for each of the three task types:

- Routine Tasks are highly predictable and must be accomplished immediately.
- Troubleshooting Tasks are highly unpredictable and must also be accomplished immediately.
- Project Tasks are highly predictable, but do not have to be accomplished immediately.

The TQ report will clearly show the blend the job requires and the blend the individual prefers, making it simple to compare the three numbers and determine alignment.

TQ Provides Multiple Benefits

With multiple TQ versions, this tool can be used in a number of different situations to create beneficial implications in the workplace. With these reports and comparison charts, you can define the:

- Ideal and preferred mixture of task types
- Current job's actual and optimal blend of task types
- Change needed to move from the actual blend to the preferred blend of task types
- Current level of job satisfaction
- Action plan to improve job satisfaction

The TQ series makes it simple to determine and create job satisfaction, as well as hire the right candidates to achieve that satisfaction. With employee-job alignment in the workplace, productivity, employee retention and satisfaction are sure to increase.

Provided By: