

Working Styles Analysis—Sample Report Pages

IDENTIFY WORKERS WHO ARE...

Work Styles Analysis can assist organizations identify the workers who are:

- Bright and alert for sales meetings at 9:00 am in the morning

OR

Are brain dead until 11:00 am coffee



- Analytical left-brain thinkers who focus on details and logic

OR

Workers who are holistic right-brain thinkers who need the big picture and like work to be fun



- Highly motivated self starters

OR

Need external motivation, perks, and incentives



- Learn by doing, in hands-on activities

OR

- Learn easily through listening with little interaction

PERSONAL GUIDELINES:

BRAIN PROCESSING:

You are quite flexible in your brain processing style. Whether you use a more creative, holistic approach depends on the purpose of the task, with whom you do it and for what reasons. Although you can be quite logical and analytical, you tend to use your simultaneous, right-brain processing style more often than not. This gives you the advantage of being flexible in adverse situations.

THINKING STYLE:

Your responses are contradictory and research with this instrument has shown there are several reasons for this:
a. you might have changed your focus while answering this part of the questionnaire, not exclusively thinking about new and/or difficult work or learning situations; or
b. there might be changes going on around you which are beyond your control; or
c. you personally could be going through a transition period which often results in some form of inner confusion leading to contradictions in answering the questions; or
d. you have probably overlooked something or an error was made transferring the results onto the Response Sheet or entering them into the computer programme.

MOBILITY:

You rather prefer to sit still when you work, study or read. As you don't like to move your body much, see that you can do your tasks without having to move around. It is also important for you, that you work or study in an environment where there is not a lot of movement going on which will distract you and probably make you nervous. For health reasons, however, make sure you get enough exercises!

NEED FOR INTAKE:


(Attention: If you are a non-smoker please disregard the comments about smoking - they do not apply to you!)

Your need for intake - eating, nibbling, drinking or smoking - while you concentrate or work is dependent on what you do, but you prefer to have some intake more often than not. Although you don't always need to eat or drink during your work or study time, you don't really like to go without it for long periods either.

TIME OF DAY: early morning

You are very flexible as far as the morning hours go. If you are interested or have to carry out a difficult task, you can do it quite well, although the morning is not necessarily your best time of day and it might also cost you some energy. For reducing stress, make sure you do the most demanding jobs at your preferred time of day.

REPORTS:

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Profile Summary

Your preferences and strong preferences are your strengths when you can utilise them in difficult work situations, but your non-preferences become your weaknesses when you have to use them over longer periods of time. This can lead to frustration, concentration problems, low motivation, communication breakdown and inconsistent job performance. It is best when you can work, concentrate and solve problems YOUR way whenever possible. Style matches always lead to greater professional success and job satisfaction.

RECOMMENDATIONS:

FOR EXECUTIVES AND MANAGERS:

Please reflect on the results in your WSA Profile, particularly on your preferences and non-preferences. Find out which areas of mismatch could cause you stress and tension in your daily work. If you are in a team situation you could also compare your colleagues' individual profiles with your own to become more aware of your compatible areas and how you can better complement each other.

FOR EMPLOYEES:

The WSA Personal Profile is designed to help you better understand your working style; manage the daily duties of your job in a more effective and less stressful way. To achieve performance improvement please share and discuss your WSA results with your manager, supervisor, trusted colleagues, or team members. Compare how your style features match your work or team situation, and find out where there are mismatches. Creating an Action Plan by yourself or with a colleague or manager can help you to focus on individual areas of your working style you want or need to improve. If you follow the recommendations in the Personal Report section you will experience better work performance and greater job satisfaction.

FOR TRAINEES AND APPRENTICES:

To improve your learning and work skills, follow the suggestions in your Personal Report, observe your own success and/or have your progress monitored by your supervisor or manager. For better performance make sure your style preferences and learning needs are matched as much as possible. This is particularly important when you have to concentrate on something new and/or difficult.

If you are planning a career change, it is advisable to consider your WSA results because the more your work is matched to your personal style, the more job satisfaction you will experience.

The results provide a practical framework for better understanding yourself in your interaction with colleagues and superiors - both in work-related activities and professional communication in general.

TRAINING STYLES

In addition to working styles, there is an assessment to determine a trainers teaching styles. Using the results of both the working styles and training styles, workers and trainers can be matched to create the optimal learning experience.

SUMMARY:

The slogan "work smarter not harder" has been a guiding principle in business for many years. Although it sounds great, people are still puzzled about the meaning behind it and have no idea how to put this concept into action. We can enhance performance and increase productivity by:



- Knowing more about ourselves and our workforce.
- Understanding and accepting diversity among the workforce.
- Learning more about brain functions and their implications and applying mental techniques to speed up information intake.

FREE TRIAL OFFER

Try a Work Styles or Training Styles Analysis for FREE. Contact TBS at 888-783-2283 or info@asktbs.com and request the Work or Training Styles Demo.

You'll be able to see the full assessment and access the full selection of reports in less than 30 minutes.



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