

(21 July, 2009) - How to Help Employees to Take Charge of Their Own Failure

An employee may be talented and bright, but fail at getting the job done. Another may launch projects with an upbeat attitude but end up continually arguing with co-workers in the office. These not-unusual scenarios arise when an employee lacks a clear sense of his or her behavioral style, and how that style impacts key relationships on the job.

Helping an employee gain this type of knowledge is one of the prime goals for Future Match HR Consultants, a member of PI Worldwide (www.piworldwide.com), who are the highly qualified and experienced HR specialists working in this particular region. They put forward the individual surveys for the staff to help them identify their matches with the company, and for the company differentiate the employees by their talent. That system is named **The Predictive Index®**, and can be compared with Psychometric Testing or Personality Assessment, but more practical and straightforward. It minimizes subjectivity in assessing intelligence, skills and experience and assures consistent and objective analysis regardless of age, sex, race, culture and language. Since 1955 Predictive Index has been used by more than 7000 companies across the globe with 63 Fortune 500 Companies worldwide, and comes in 60 different languages, including Arabic.

It is known that the most effective way an employer or manager can improve on for the company's productivity is to improve on leadership and sales capabilities, performance, productivity and revenues. Although these are the important elements of the performance management process, employees' behavior plays the biggest part as per Hamed Al Tamami, who is the Executive Director of Future Match HRC and has 22 years of experience in managing Human Resources as well as leadership consultancy.

“Employee, who clearly understands its weaknesses as well as strengths is better able to address and develop strategies to compensate for gaps and personal challenges”, - H. Tamami said. “Likewise, by clearly understanding his own strengths, employee can better recognize and leverage his compatibility with his co-workers, thereby maximizing his effectiveness on the job.”

H.Tamami conducts the open workshops or internal corporate meetings within all GCC to enhance client's understanding of behavioral management in organization and its players. Derived from his motivating speeches based on sociological studies it is determining what motivates people on the job and what factors unlock people's motivational drives. It also teaches participants to evaluate themselves from following different viewpoints: a) Individually; b) In relation to their job requirements; c) In relation to co-workers; and d) In relation to the organization.

In the process, the participants learn to identify their own behavioral style and that of others in the workplace. In addition, they compile and identify a complete picture of their assets, both behavioral and professional, including knowledge, education, experience and skills. What emerges is a complete picture of the employee's behavioral and professional capabilities and a clearer sense of what tools are available for getting the job done successfully and for developing a long-term personal success strategy. In other words, it focuses on self knowledge, tailored development and effective day to day relationships.

As per H.Tamami's statement, employees who become empowered to manage their own growth and achievement are not only likely to be happier, self-satisfied and more cooperative but also more likely to remain with the company. In today's limited and uptight job market, with very little offerings for bigger pay and more perks, such systems like Predictive Index provides companies with a powerful mechanism to invite worker reliability and 'perfect match' with the staff responsibility. The result is employees who pro-actively find solutions, work well together, become long-term employees and, in the process, contribute significantly to the organization's efficiency, productivity and, ultimately, its bottom line.

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