



## ***ROAD SIGNS FOR SUCCESS***<sup>®</sup>

Your Weekly Guide on the Road to Maximizing Your Potential • April 11, 2007

---

By Sondra Whitt

“Jobs have changed and so have people,” writes Bill Bonnstetter of Target Training International. “During the industrial age, many jobs were in manufacturing, calling for routine work. Today, a lot of jobs can be classified as intangible, calling for project and troubleshooting work. The major differences in these three types of work styles make it very important to assess both the job and the individual to determine a task type preference.”

Bonnstetter’s research on task type preference led to the development of a new assessment called the Task Quotient™ (TQ). This assessment reveals an individual’s preferred blend of three task types: project, troubleshooting and routine. If there’s a misalignment between the individual’s TQ and the job’s TQ, the individual might be experiencing a lot of stress because their number one preference isn’t what the job requires.

When Jim and I completed the assessment we learned some interesting things about the type of tasks we do on a daily basis and the type of tasks we *should* do to capitalize on our strengths and gain the most enjoyment from our work. Since Jim and I are partners in our business we have both worn many hats trying to fill whatever role is needed, whenever it’s required. In an effort to be more efficient, productive and satisfied in our roles (to have a better person-job fit) we’ve been working on more clearly defining the hats we should wear. The Task Quotient™ has helped us figure out which tasks we should each be performing on a daily basis.

For example, I currently spend 18% of my time on routine tasks, 35% on troubleshooting tasks and 47% on project tasks. The report revealed I’d really *like* to spend most of my time on routine tasks (about 65%) but that would not result in the *optimized* use of my time based on what I see my current role calling for. So, here’s the solution — I have to reconcile the difference between what *I think* my role calls for and actually spending my time on the tasks that will result in the highest degree of job satisfaction. Only then will I experience the highest level of intrinsic motivation which will result in my highest degree of productivity and effectiveness in my work.

Now, let’s say you completed this assessment and identified your current TQ, your ideal TQ and your optimized TQ (what you see your current role calling for). What if it showed that your current and optimized TQs were about the same but both fell far short of your ideal, resulting in a high level of job dissatisfaction? Armed with this information managers would be able to help employees reconcile these differences by coming up with the right job fit. We all know that a good person-job fit is critical to having happier and more productive employees, leading to improved bottom line profitability.

Using just this one assessment won’t give you all the information you need. But we’ve added it to our arsenal because when we combine the Task Quotient™ with our battery of assessments that measure behaviors, values, and attributes it provides a much more complete picture on which to base decisions such as hiring, person-job fit, team building, performance evaluations, and employee development.

What’s the ideal use of *your* time? You don’t have to guess. During the month of April we’re offering the Task Quotient™ assessment for free. Just go to <http://www.ttisurvey.com///15080BVY>.