



Work Expectations Profile



WORK EXPECTATIONS PROFILE

Have you ever wondered what makes a good company great? It's the people. Committed, productive employees are key to organizational success and a healthy bottom line. The challenge, then, is retaining and developing satisfied, committed employees. The solution is the *Work Expectations Profile*. Why? This engaging, self-directed learning instrument helps your employees understand and manage their work expectations. Research has shown that people who have clearly defined, well-communicated expectations have better attitudes and enjoy greater job satisfaction than people whose expectations go unspoken or unrealized. And companies that employ satisfied, successful people reap the rewards of increased productivity and reduced turnover.

EXPLORE 10 KEY EXPECTATIONS

In a typical employment situation, certain expectations, such as salary, hours, and job duties, are clearly understood by both employer and employee. Other expectations, however, are so intimately linked to an individual's concept of work that they often go unspoken or unacknowledged. The *Work Expectations Profile* helps people explore 10 work expectations that affect today's employment relationships:

- Structure
- Environment
- Balance
- Autonomy
- Stability
- Recognition
- Teamwork
- Diversity
- Expression
- Career Growth

FOCUS/REFLECT/ACT MODEL DELIVERS MEMORABLE LEARNING

The *Work Expectations Profile* helps people:

- **Focus** on their high expectations
- **Reflect** on whether their high expectations are met or unmet and whether they are spoken or unspoken
- **Act** on what they've discovered

MULTIDIMENSIONAL TOOL SUITS TODAY'S BUSINESS CLIMATE

The *Work Expectations Profile* is designed to help individuals uncover and explore their expectations in a variety of employment situations, including

- Working on a team
- Transitioning to a new position or experiencing organizational restructuring
- Creating meaningful performance reviews
- Making the most of daily routines

Work Expectations Profile Applications

- Change Management
- Coaching
- Communication
- Diversity
- Management Development
- Teams

