



# 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

## AVAILABLE REPORTS

### OPEN THE DOOR TO MUTUAL UNDERSTANDING

Organizations use the *Work Expectations Profile* to help employees:

- Explore key work expectations
- Discover which expectations are most important to them
- Learn how to communicate their expectations to others
- Learn how to initiate steps to have their expectations met
- Learn how to adjust their expectations when necessary

## AVAILABLE REPORTS

### Work Expectations Profile

The *Work Expectations Profile* is a 36-page learning instrument that helps people identify and communicate their high expectations, take initiative to get them met, and adjust them when necessary. The result? Increased productivity and reduced turnover.

### Work Expectations Profile Individual Report

The *Work Expectations Profile* Individual Report makes it even easier for managers and employees to dialogue about their work expectations. In addition to providing information about high expectations, the Individual Report on EPIC includes a Gap Analysis that provides participants with an at-a-glance look at how important each Work Expectations category is to them and to what degree each is being met. This helps them quickly pinpoint which Work Expectations categories need the most attention.

### Work Expectations Profile Group Report

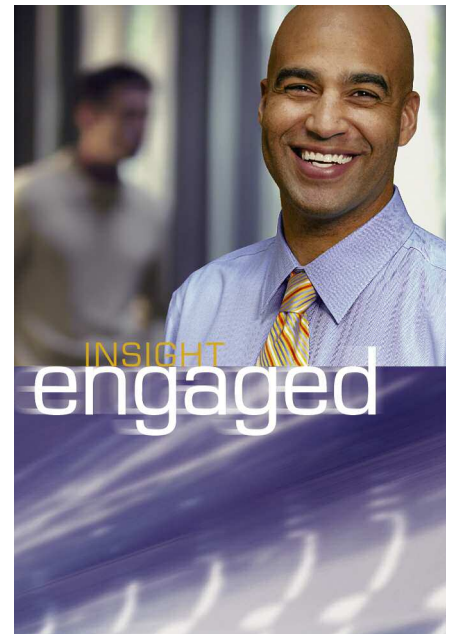
The Group Report provides a group summary of Gap Analysis information, which supervisors and managers can use to identify likely sources of dissatisfaction within the group. The organization can use the information to better align the organizational culture with the collective expectations of the group. The report is anonymous, so it can be used in a variety of situations without breaching confidentiality.



indicates report is available online through the EPIC online profile delivery system



indicates report is available on paper



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