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Your Attitude Is Showing

Each Organization has its own unique motivational culture. Can you identify your Company's culture based on the following list? Are you hiring people who match your values?

The Six Attitudes/Values

THEORETICAL: Motivated to discover knowledge and truth; focus is on learning.

UTILITARIAN: Motivated to achieve R.O.I.; focus is on being practical, resourceful and goal-oriented.

AESTHETIC: Motivated to achieve self-actualization; focus is on form and harmony.

SOCIAL: Motivated to help others; focus is on service.

INDIVIDUALISTIC: Motivated by leadership and power; focus is on position and authority.

TRADITIONAL: Motivated by a system for living; focus is on carrying out their system for living.

When hiring, it is important to select individuals that align with both your Organization's culture and the job's natural rewards. For example, research shows that 72% of top sales performers have Utilitarian as their top motivator. These individuals are naturally motivated to achieve their goals and attain a return on their investment. Most Organizational cultures reward their sales staff with monetary bonuses, which is a natural fit for most top sales performers. To foster maximum employee engagement, it is important to select people who are a good fit for both the job and the values of your Organization.

Values/Motivators Population Study

What does our population as a whole value most and least? The latest research from 2011 indicates that goal achievement and R.O.I. is a primary motivator for the majority of us. The Theoretical and Social values tied for second place. The Individualistic value came in third place, Traditional value in fourth place, and the Aesthetic value came in fifth place.

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Are You At Risk?



If you do business with the Federal Government and your federal contracts are at or above \$50,000, you are required by law to be in compliance with affirmative action and equal opportunity standards. This year the Office of Federal Contract Compliance Programs (OFCCP) has been investigating these business at a high rate. Virtually every OFCCP audit is including a full compensation review, and fines are being assessed at differences as little as 2%!

Some Organizations try to save money by grouping jobs together to save benchmarking dollars, or by choosing to assess only the candidates they really like. These inconsistent approaches could prove to be costly in the long run.

In order to be in compliance with the OFCCP, you must be taking proactive action toward the achievement of protected group hiring goals and make an effort to recruit protected individuals.

Performance Excellence's objective job benchmarking process minimizes discrimination so that personal bias stays out of the mix. In addition, using our assessments to compare your candidate to your job benchmark not only ensures you a good fit for the job role, it gives you a paper trail for your objective and consistent hiring practices.

We strongly encourage you to keep current with OFCCP and EEOC. You can do this by frequenting their websites (<http://www.dol.gov/ofccp/> and <http://www.eeoc.gov/>), joining HR Compliance newsletters such as SHRM, and adding Google Alerts to your news feeds.

Who We Are

Performance Excellence delivers solutions for the people areas of your business through the use of effective and efficient strategic solutions. Our valid and time-tested assessments, coaching sessions and other business solutions provide managers and supervisors with tools and systems that increase employee productivity, job satisfaction and overall organizational effectiveness. Performance Excellence can help your business reach its maximum potential by developing your company's most valuable asset - its people.