

THE MANAGER AND PERSONALITY PREFERENCES  
FIT ASSESSMENT

Name: \_\_\_\_\_

Managerial Role/Title: \_\_\_\_\_

Date: \_\_\_\_\_

**REQUISITE MANAGERIAL RESPONSIBILITY**

**Personality Preferences**  
**(bold)**  
**Fitting Well with the**  
**Requirements of Manager's**  
**Role**

**COMPATIBILITY SCALE**

(10 = have good fit to start with.  
1 = need to develop)

1. **PLANNING**

Formulates business **plans**. Sets **goals**, timetables. Uses monitoring processes. Uses metrics. (Project management.)

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

2. **TASK ASSIGNMENT WITH CONTEXT SETTING**

Gains **personal** understanding and **commitment** while setting individual performance goals and in delegating tasks/assignments.

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\_\_\_\_\_  
\_\_\_\_\_

3. **PERFORMANCE FEEDBACK (TWO-WAY)**

Collects sound performance related **data. Objective.**

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

4. **PERSONAL EFFECTIVENESS APPRAISAL**

**Systematic** about collection of performance **data**. Makes **decisions** and **judgments** about individual's overall performance level. Avoids "halo-ing".

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\_\_\_\_\_  
\_\_\_\_\_

5. **COACHING**

Understands **individual's** performance related skills. Understands **individual's** motivations. Uses coaching **conversations** to aim for individual productivity .

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<u>REQUISITE MANAGERIAL RESPONSIBILITY</u>	<u>PERSONALITY PREFERENCE</u>	<u>COMPATIBILITY SCALE</u>
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6. ANNUAL MERIT REVIEW	Sound <b>decisions</b> based on multiple factors (individual performance, labor market, affordability, etc.).	_____
7. EQUITABLE DIFFERENTIAL PAY	Sound <b>decisions</b> . <b>Objective</b> . Avoids favoritism.	_____
8. SELECTION AND INDUCTION	Uses explicit criteria, sound <b>data</b> collection in selection <b>decisions</b> . Creates work environments conducive to <b>professional and personal growth</b> .	_____
9. DESELECTION (AND DISMISSAL)	<b>Timely</b> decisions about individual's fit and performance. (See #4. PERSONAL EFFECTIVENESS APPRAISAL.)	_____
10. TEAM WORKING	Visionary - <b>communicates</b> and generates group movement toward goals. Recognizes opportunities and problems at the <b>individual and interpersonal levels</b> . <b>Project management</b> skills. Gains <b>personal</b> understanding and <b>commitment</b> while setting group performance goals.	_____