

# WORK CULTURE ASSESSMENT

Part of the i-Match Process

An Internet-based assessment for individuals and jobs that is designed to reduce turnover by assessing and comparing a candidate's culture preferences to the job's unique work culture requirements.



## OVERVIEW:

Who is the **BEST FIT**? The Work Culture assessment is designed to identify the organizational culture requirements of any job as well as identify the **FIT** work culture preferences of any individual. The assessment can be used to determine organizational commitment as opposed to job performance, although research has shown that job performance is definitely linked to job enjoyment and organizational commitment. It has also been shown that if the person and the environment "FIT," there is an increase in job retention, performance, commitment and satisfaction.

## WORK CULTURE DEFINED—PLUS EXAMPLES

The Work Culture assessment consists of a series of 48 sets of dichotomous statements that deal with individual preferences & job requirements related to 10 distinct classifications, namely;

- Planning
- Creativity
- Productivity
- Accountability
- Problem Solving
- Supervision
- Communication
- Decision Making
- Work Assignments
- Work Procedures

Sample statements from the Work Culture assessment:

### Do the work yourself, or



Get things done through others

### Work in a relaxed low pressure environment, or



Work in an intense, high pressure environment

### Interact a great deal with others



Work mostly alone

## WORK CULTURE ASSESSMENT – TWO VERSIONS

The Work Culture assessment can be completed for an individual (applicant) or job. Each item in the assessment is rated by both the individual/applicant and the job evaluator. The job evaluator has to respond to an additional criteria; the Importance of the work culture statement. The assessments for the individual and job are independent. The results generate independent reports (Individual Preferences & Job Requirements).

Individuals

The greatest benefit is when comparisons are made between the individual's responses and the job evaluator's responses. This powerful tool will identify the **BEST** candidate for the job based on the Work Culture "FIT." An individual can possess all the required skills, have the ability and interest but just doesn't "FIT."

Jobs

**Sample Job - Work Culture (2 of 48)**

Below you will see two characteristics labeled "A" and "B". Please indicate the extent to which one of the characteristics is preferable for the job, and then indicate the importance of your selection.

A. work in a stable, steady environment  
 B. work in a frequently changing environment

Unanswered  
 Prefer A - Strongly  
 Prefer A - Slightly  
 Prefer A - Somewhat  
 -No preference  
 Prefer B - Somewhat  
 Prefer B - Slightly  
 Prefer B - Strongly

How important is your above selection to the performance of this job?

Unanswered  
 Not Important  
 Somewhat Important  
 Important  
 Very Important  
 Extremely Important

**Work Culture (2 of 48)**

You will see two characteristics labeled "A" and "B". Please indicate how much you prefer one over the other. There are no right answers. Every person, like you, is unique.

A. work in a stable, steady environment  
 B. work in a frequently changing environment

Unanswered  
 Prefer A - Strongly  
 Prefer A - Slightly  
 Prefer A - Somewhat  
 -No preference  
 Prefer B - Somewhat  
 Prefer B - Slightly  
 Prefer B - Strongly

Next Previous First Last Quit Help

# Work Culture "FIT"—Features, Benefits, & Results

## FEATURES & BENEFITS

- Simple to use and administer
- No right or wrong responses
- NON-DISCRIMINATORY and non-threatening
- Internet delivered
- Administered in 20 minutes
- Bookmarking
- Applicable to any job—white or blue collar
- Reports are simple to interpret
- Best assessment available to determine Work Culture "FIT"
- Self validation and job specific relevancy

## ROI—RETURN ON INVESTMENT

There are many assessments on the market that are used to determine the best hire but they all seem to skip one very important question, will the applicant "FIT." An individual can have the ability, skills, personality but if he/she prefers one culture aspect and the job requires another.



The individual will most likely become very unhappy and perhaps non-productive. For example; suppose a job requires the individual to work in a "high paced hectic environment", and the worker prefers just the opposite. The individual will not last long in this job. The ROI is tremendous if you just consider the related costs for just one rehire (separation costs, vacancy costs, replacement costs, training costs). In an organization with sales of \$100 million the people-related costs are generally around \$56 million. If turnover is reduced 25% the company would add \$500,000 to the bottom line.

## REPORTS

The Work Culture Assessment generates 4 separate reports:

1. Job Work Culture Requirements
2. Applicant/Individual Work Culture Preferences
3. Comparison individual to job:
  - Compare many individuals to work culture requirements of a job (Applicant Ranking)
  - Compare many jobs to work culture preferences of an individual (Job Ranking)
  - Gap analysis of gap between individual and job
4. Gap Analysis highlights the gaps between a job's requirements and an individual's preferences.

### FREE TRIAL OFFER

Try The Work Culture assessment for **FREE**. Contact us at 888-783-2283 or [info@asktbs.com](mailto:info@asktbs.com) and request The Work Culture Demo. You'll be able to see the full assessment. Upon completion, we'll email you the results.

## WORK CULTURE REQUIREMENTS & PREFERENCES

This report highlights the job requirements (or applicant preferences). The report also indicates the Level of the requirement plus the importance rating for a job.

**Work Culture** - consists of a series of 48 sets of dichotomous or opposite statements that deal with preferences related to work values, beliefs and work environment. The list below shows the requirements and non-requirements ordered by the ratings. The list below shows the requirements and non-requirements ordered the ratings. There are three ratings for the Level: Strongly, Somewhat, and Slightly. For the importance, a "4" is the very important while a "1" is somewhat important.

Required by Job	Level	Imp	Not Required by Job
be held accountable for long-term or annual results	Strongly	4	be held accountable for daily or weekly results
work in a frequently changing environment	Strongly	4	work in a stable, steady environment
make your own decisions	Strongly	4	consult with others when making decisions
work on an overall plan or strategy	Strongly	4	work out the details
search for and identify problems	Strongly	4	develop solutions to problems identified by others
focus on analyzing situations carefully	Strongly	4	focus on making decisions quickly
interact a great deal with others	Strongly	4	work mostly alone
work a flexible schedule	Strongly	4	work regular hours
work on problems related to ideas or concepts	Strongly	4	work on problems related to objects or equipment
know a great deal about the product	Strongly	4	know a great deal about the user
communicate primarily via the phone or in person	Strongly	4	communicate primarily via paperwork
work in an intense, high-pressure environment	Strongly	3	work in a relaxed, low pressure environment
work on problems solved by learning new information	Strongly	3	work on problems solved by relating on experience
develop new approaches and ideas	Strongly	3	rely on tried and true approaches and ideas
give direction and guidance to others	Strongly	3	get direction and guidance from others
get things done through others	Strongly	3	do the work yourself
decide how to proceed yourself	Strongly	3	follow established rules and procedures
work on the same types of activities each day	Strongly	3	work on different types of activities each day
work on problems related to ideas or concepts	Strongly	3	work on problems related to people
control your own schedule and activities	Strongly	3	be on call whenever others need you

## APPLICANT RANKING BY WORK CULTURE INDEX

This shows the list of applicants in a priority order. The applicant with the lowest Index is the best match (0 is a perfect match). The Gaps are what generate the Index.

Applicant Ranking by Work Culture Index			
ID	Name	Index	Index Profile (A Lower Index is Better)
1	A0085	Demo, Karen	199
2	A0042	Foster, Larry	206
3	A0020	Stintman, Bonnie	259
4	A0022	Vamey, Mark	270
5	A0023	Castro, Sergio	290
6	A0044	Miles, Lisa	304
7	A0032	Sauber, Leah	306
8	A0099	Shannon, Kevin	307
9	A0096	Sheats, Patricia	311
10	A0059	Oss, Holly	315
11	A0094	Bird, Brian	319
12	A0097	Andre, F	330
13	A0072	Miklavic, MaryAnn	334
14	A0028	Marinero, Lauren	336
15	A0066	Glenn, Beth	337
16	A0076	Demo, Client	338
17	A0068	Taylor, Helen	343
18	A0057	Connors, Megan	345
19	A0070	Lovina, Sunita	356
20	A0102	Coffey, Michele	359
21	A0046	Fabrizio, Vickie	364

## GAP ANALYSIS FOR WORK CULTURE INDEX

This shows the details between the job requirements ("J") and the applicant's preferences ("A"). The largest gaps are listed first.

Gap Analysis			
Required by Job	Key	Index	Not Required by Job
be held accountable for long-term or annual results	J00.0.oAo-4	20	be held accountable for daily or weekly results
focus on analyzing situations carefully	J00.0.oAo-4	20	focus on making decisions quickly
work on the same types of activities each day	J00.0.oAo-3	18	work on different types of activities each day
create new systems	J00.0.oAo-3	18	maintain and work with existing systems
have your work planned in advance	J00.0.oAo-3	18	respond to unplanned crises or opportunities
get things done through others	J00.0.oAo-3	15	do the work yourself
work at a comfortable pace	J00.0.oAo-2	10	work at a fast, hectic pace
achieve something on your own	J00.0.oAo-2	10	help a group to achieve something
follow clearly specified plans	J00.0.oAo-2	10	plan as you go along
have daily contact with a small number of people	J00.0.oAo-2	10	have infrequent contact with many people
need to convince others	J00.0.oAo-2	10	need to listen to others
learn for yourself on the job	J00.0.oAo-2	8	receive thorough job training
search for and identify problems	J00.0.oAo-4	4	develop solutions to problems identified by others
work without distractions or interruptions	J00.0.oAo-1	4	work with frequent interruptions
interact a great deal with others	J00.0.oAo-4	4	work mostly alone
communicate primarily via the phone or in person	J00.0.oAo-4	4	communicate primarily via paperwork
work in an intense, high-pressure environment	J00.0.oAo-3	3	work in a relaxed, low pressure environment
work on problems solved by learning new information	J00.0.oAo-3	3	work on problems solved by relating on experience
work on problems related to ideas or concepts	J00.0.oAo-3	3	work on problems related to people
be paid solely for performance	J00.0.oAo-3	3	be paid a fixed salary
have clear authority over others on whom you rely	J00.0.oAo-3	3	have no authority over others on whom you rely



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