

STEP 2 - Understanding Motivation and Stress, Conflict Behaviors and Adapting to Change



All people develop a “style” in interfacing with their supervisor and fellow employees. For many, that style is a natural extension of who they are. For some, role playing is involved and for a few, the style is dictated by the job, the surroundings or the supervisor.

Knowing the style of a person is important in day-to-day job performance. Knowing how a person reacts to stress, both short-term and long-term is needed because often people’s style will change in reaction to stress.

Knowing what motivates and how to motivate an individual is always important and gives a manager individual insight to motivate individually rather than in groups.

Lastly, what is happening in your workplace? Are rapid changes occurring? Do you require people to “change” to keep pace? Are things very comfortable and change is not part of your culture? Knowing who changes more easily and who will need coaching and understanding about change is

also essential in today’s workplace.

All of this information can be obtained by assessing each person using the Profiles Performance Indicator. The output is designed for the individual and an individual’s supervisor to get reports to work together better. The input to get these assessments can be applied to team building and team interface