

The Margerison-McCann Types of Work Profile

In brief

While the Team Management Profile provides vital feedback about your personal work preferences and team roles, the Types of Work Profile gives you a complementary view of the perceived demands of a particular job.

The questionnaire may be completed by just one person, or by multiple raters, giving different views of the same job. The Profile provides a complete job review system, making it easier than ever before to design, evaluate, position and develop individual roles, at all levels of the organisation, and all career stages.

Research has shown that in most jobs there are likely to be two or three activities that are critical to successful performance. Carrying these out effectively can make the difference between high and low performance in a job. Whether designing a new job, or restructuring an existing one, you need to identify the critical activities that the job holder will need to perform.

Do we agree about what the job is?

Compare multiple views about the critical success factors of an existing job, a new one, or one that needs to evolve. Do some structured thinking about what is really important.

How can we maximise energy and motivation?

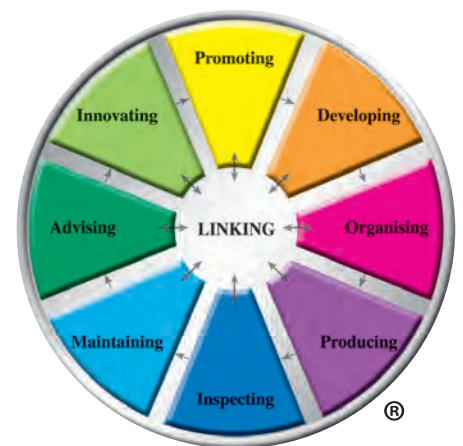
Link the results from the Types of Work Profile with scores from the Team Management Profile. The software program will produce a valuable series of overlap reports that help you create greater levels of motivation by matching people to jobs in the best way.

Should there be a perfect match?

People are more likely to succeed when a good percentage of the job matches their energies. There should also be areas of 'stretch' to allow people to extend their range and practice new skills. The Types of Work Profile matches with the Team Management Profile to offer a valuable starting point for ongoing discussion and development. You can easily do multiple matches between individuals and jobs, and also compare perceptions about what is critical to success.

"Choose a job you love, and you will never have to work a day in your life"

Confucius



The Types of Work Model

Types of Work

- ADVISING** Gathering and reporting information
- INNOVATING** Creating and experimenting with ideas
- PROMOTING** Exploring and presenting opportunities
- DEVELOPING** Assessing and testing the applicability of new approaches
- ORGANISING** Establishing and implementing ways of making things work
- PRODUCING** Concluding and delivering outputs
- INSPECTING** Controlling and auditing the working of systems
- MAINTAINING** Upholding and safeguarding standards and processes

How does it work?

To obtain the Profile, raters complete the questionnaires online. The results are then analysed by our expert computer software to produce a 30-page full colour report. The Profiles are always supplied by an appropriately qualified human resource professional who will guide you through the feedback process.

What do you get?

The full colour 30-page Profile is professionally presented in a bound cover, together with supplementary background and guidance in an accompanying Profile Guide.

Each Profile contains:

- ❖ full colour summaries and detailed analysis of how each respondent group rates the importance of the different types of work
- ❖ at-a-glance summaries of which work functions are seen as most critical to success in the job
- ❖ clear graphics comparing the range of views from different respondents
- ❖ optional match section showing the overlap between perceived job demand and the work preferences of one or more individuals

Applications

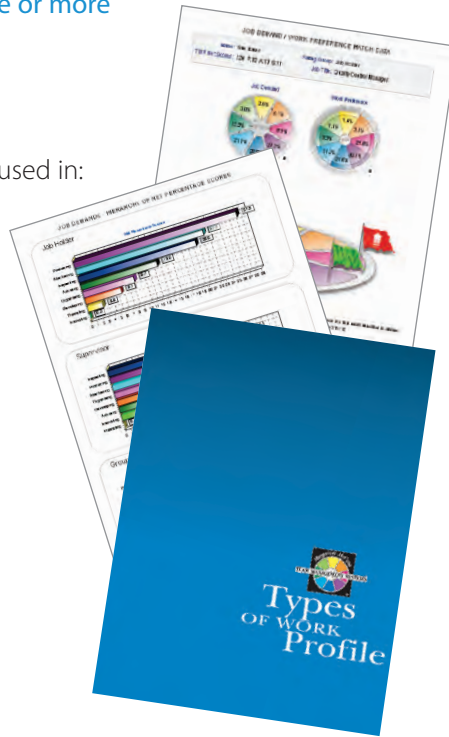
The Types of Work Profile has been successfully used in:

- ❖ role clarification
- ❖ performance reviews
- ❖ new job design
- ❖ job redesign
- ❖ helping people understand each others' jobs
- ❖ employee engagement
- ❖ team design
- ❖ improving task and role allocation
- ❖ talent management

Why choose the Types of Work Profile?

- ❖ clarification about the job role
- ❖ easy way to identify a match between work preference and job demand
- ❖ different perspectives on the critical success factors for a particular job
- ❖ researched model of key work functions
- ❖ identification of key issues
- ❖ objective discussion tool for job design and clarification
- ❖ focus on purpose and performance
- ❖ helps identify which jobs could maximise an individual's potential
- ❖ ideal for putting together job descriptions

The Profile works as a free-standing tool or as a key element of the integrated Team Management Systems approach.



"It helps you to see the wood from the trees and challenges you to think about areas for development"

The Types of Work Profile has been created as a result of extensive and ongoing research into high performance teamworking. Our research institute is continually updating our extensive norm database to provide international benchmarking data for different industry groups.