

Building a High-Performance Organization

Those who build great companies understand that the ultimate throttle on growth for any great company is not markets, or technology, or competition, or products. It is one thing above all others: the ability to get and keep enough of the right people.
From: "Good to Great" by Jim Collins

Acclaimed Author/Researcher Jim Collins presented convincing evidence in his seminal book "Good to Great" that the most important component of building and sustaining a "high-performance organization" is the ability to "get the right people on the bus ... get the wrong people off the bus and get the right people in the right seat".

This begins with an organization's recruitment and selection process and its ability to identify components of "high performance" in each person's role. Mindworks Consulting suggests that high performance comes as the result of these five factors in an individual:

education / experience / skills / personality traits / intelligence

TRAITS is a world-class behavioural assessment and development technology designed to help build **high-performance organizations**.

Through a combination of insightful executive education, proprietary assessment technology, and experienced consulting input, we help organizations to more effectively and consistently recruit, retain, develop, and manage their human resources.

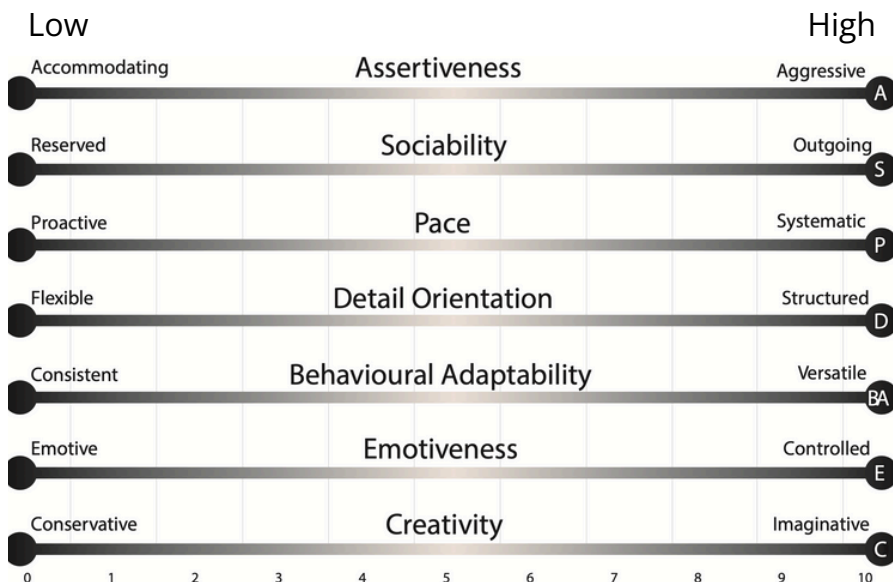
By aligning an individual's natural thinking, behaviours, and motivation to your specific positions and organizational culture, a higher level of performance, productivity, and positive morale results.

TRAITS Assessment System

TRAITS includes a set of three integrated online instruments:

1. **TRAITS Job Model** - creates a benchmark model of characteristics for entry-level to executive-level positions in an organization.
2. **TRAITS People** - provides insights into an individual's traits and behaviours essential for effective recruitment and management – compares candidates to the JPP models.
3. **TRAITS Communicator** - produces an informative report describing individual communication styles for sales training, customer service, and team-building initiatives.

PPS Measurements – 'The Working Traits'



Performance Applications

Through a combination of job behavioural profiling and individual behavioural assessments, TRAITS People helps organizations to become more successful at:

- Making smarter hiring decisions and reducing employee turnover
- Managing people more effectively through improved communication and understanding of their motivating needs
- Enhancing executive team performance
- Improving leadership at all levels of the organization
- Improving the Sales / Customer Service capability and results

The TRAITS Assessment System can be applied with significant benefits in these areas:

Organizational Development

Recruitment
Promotion
Redeployment
Succession Planning

Organizational Effectiveness

Coaching
Performance Management
Career Development
Retention

TRAITS all assessment guidelines to comply with Human Rights Legislation, ADA, and EEOC guidelines. By fully applying the TRAITS system, organizations are assured of a more objective, non-discriminatory process that can often be more defensible for your hiring and selection processes.