



# Work Expectations Profile

## Reducing Turnover and Increasing Productivity

Have you ever wondered what makes a good company great? It's the people. Committed, productive employees are key to organizational success and a healthy bottom line. The challenge, then, is retaining and developing satisfied, committed employees. The solution is *Work Expectations Profile*. Why? This engaging, self-directed learning instrument helps your employees understand and manage their work expectations. Research has shown that people who have clearly defined, well-communicated expectations have better attitudes and enjoy greater job satisfaction than people whose expectations go unspoken or unrealized. And companies that employ satisfied, successful people reap the rewards of increased productivity and reduced turnover.

### Explore 10 Key Expectations

In a typical employment situation, certain expectations, such as salary, hours, and job duties, are clearly understood by both employer and employee. Other expectations, however, are so intimately linked to an individual's concept of work that they often go unspoken or unacknowledged. *Work Expectations Profile* helps people explore 10 work expectations that impact today's employment relationships: Structure, Diversity, Recognition, Autonomy, Environment, Expression, Teamwork, Stability, Balance, and Career Growth.



## Focus/Reflect/Act Model Delivers Memorable Learning

*Work Expectations Profile* helps people

- **Focus** on their high expectations
- **Reflect** on whether their high expectations are met or unmet and whether they are spoken or unspoken
- **Act** on what they've discovered

## Multidimensional Tool Suits Today's Business Climate

*Work Expectations Profile* is designed to help individuals uncover and explore their expectations in a variety of employment situations, including

- working on a team
- transitioning to a new position or experiencing organizational restructuring
- creating meaningful performance reviews
- making the most of daily routines

## Open the Door to Mutual Understanding

Organizations use *Work Expectations Profile* to help employees

- explore key work expectations
- discover which expectations are most important to them
- learn how to communicate their expectations to others
- learn how to initiate steps to have their expectations met
- learn how to adjust their expectations when necessary

## Related Products

The *Work Expectations Profile* Sourcebook offers everything trainers and facilitators need to administer the *Work Expectations Profile*. The sourcebook includes background information, administration details, application options, activities, case studies, and presentation materials. Contact your Inscape Publishing Authorized Distributor for details.

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Phyllis Weiss Haserot

Practice Development Counsel's

\*\*\* AuthenticWorks \*\*\*

Organizational Effectiveness Consulting/Co

212-593-1549

pwhaserot@pdcounsel.com

Please visit: [www.pdcounsel.com](http://www.pdcounsel.com)