

Work in a friendly environment to live longer

A lack of emotional support at work can increase your chances of dying by 140%, according to researchers at Tel Aviv University. Dr Sharon Coker studied the health records of 820 adults who worked an average of 8.8 hours a day over 20 years. Those who reported having low social support at work were 2.4 times more likely to die within those 20 years.

Assessments to help a team's development at the Pension Protection Fund

The Pension Protection Fund provides a crucial service – it was established to pay compensation to members of eligible defined benefit pension schemes, when there is a qualifying insolvency event in relation to the employer and where there are insufficient assets in the pension scheme to cover Pension Protection Fund levels of compensation.

The Pension Protection Fund wanted to identify the capability it had within one of its senior teams, and to help individuals within the team understand their strengths and development areas, as well as to identify the team's overall strengths and blind-spots.

Informed Assessment ran personality and managerial judgment assessments, and observed the team members operate in a series of business case study-based group exercises. Feedback was given to each individual along with assessment reports to support their personal development, and to the managers of the teams on the aggregated results, so the team could be helped to play to its strengths and to minimise the impact of its blind-spots.

Phillip Beecroft, former Head of PPF Operations, said: 'Thank you to you and your colleagues for running the course and the feedback sessions.'

'The feedback for the attendees has all been very positive and several individuals have expressed how appreciative they were of the way in which the feedback sessions were structured and the helpful way in which the information was presented to them.'

**Pension
Protection
Fund**



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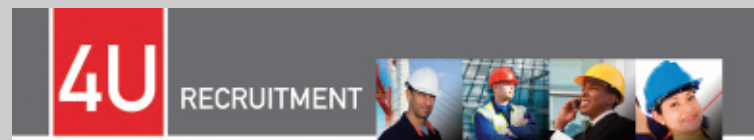
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News from Informed Assessment

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Assessment of senior staff for 4U Recruitment

4U Recruitment specialises in the recruitment of construction and engineering staff in the UK and overseas. Established in 2005, the company is committed to quality assurance and continuous improvement processes. It has achieved net sales of £17m since this date.

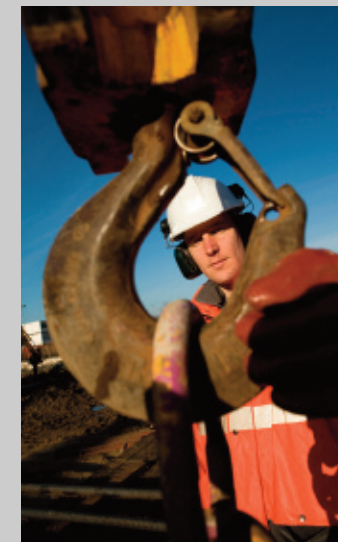


As part of its expansion, the company wished to assess a candidate for a senior appointment in which there would be a strong element of business development, and engaged Informed Assessment to assist.

We undertook a personality and a motivation assessment to help us build a picture of both the personality style and also the motivators of the individual, and, by combining this information, to explore the individual's attributes through different and distinct aspects and phases of selling activity, such as developing a sales plan through to managing after-sales activities.

The assessment information helped 4U Recruitment not only to assess the suitability of the individual, but also how to motivate and develop the individual once appointed. In fact the process proved so useful that the exercises were also given to members of the existing senior team to help them with their personal development.

Nigel Lewis, Managing Director of 4U Recruitment, said: 'When we used Informed Assessment to evaluate our potential and existing employees, we got superb results. In particular, the insights arising from the assessment will help us get the best out of our new employee.'



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To buy our books

Stewart and John's books, the Managing Recruitment PocketBook and the Managing Assessment Centres PocketBook, can be purchased from Amazon, all good bookshops or direct from the publisher: click on **Management PocketBooks**



Being 'agreeable' at work can have a disagreeable effect on your pay packet

A recent study found that 'agreeable' workers earn considerably less than harder-nosed colleagues. Professor Beth Livingston of Cornell University, New York, who led the research, acknowledged that those displaying 'agreeableness' – defined in the study as a tendency towards warmth, kindness and co-operation with others – were less well-rewarded than colleagues who did not display these qualities: 'Nice guys are getting the shaft... the problem is, many managers often don't realise they reward disagreeableness,' she added.

Executive coaching for Briggs Equipment UK Limited

Briggs Equipment UK is a leading independent service provider and supplier within the materials handling sector. When the organisation wanted executive coaching, it was keen to partner with a consultancy firm that could provide a tailored service for a number of senior executives.

The remit was to help the executives better understand themselves; their strengths and development needs; and then to support them with moving their development forward over a six-month period.

Informed Assessment met the HR Director to clearly understand the specific requirements, as well as to develop understanding of the business and the participants.

Following the meeting, we designed a programme that would meet the specific objectives for Briggs Equipment UK and selected those coaches whom we felt would be a good match for both participants and the organisation.

The coaching service was run over a six-month period and included both a diagnostic and action planning phase. In the 'diagnostic' phase participants completed a range of activities including:

- *Personality questionnaire with a range of outputs to assist the participants gain a better understanding of their leadership styles*
- *Analytical tests and a managerial judgment assessment*
- *360 degree feedback.*

Building on the above diagnostic, tailored development action plans were produced for each participant to provide a clear structure for moving forward.

This included clarifying development priorities and associated actions to bring about the desired behavioural changes. Monthly 'progress check' sessions helped to maintain the momentum; review which actions were working/not working; and also explored any other development issues for the participants.

Commenting on the service, David Barry, former HR Director, said: 'We have been very pleased with the work delivered by Informed Assessment and would recommend their executive coaching service to others.'

'Their approach of basing their coaching around a solid foundation of objective assessment data enables a really powerful insight into where people are at currently and the specific areas they need to work on.'

'In addition, the monthly progress checks make a big impact in helping you push your comfort zones and moving your development forward.'



Feedback report for XXXX
This report contains confidential information which should not be shared to unauthorised persons
Profile Name Competency Profile for Job: Leadership 2005
Review Name Self assessment 2005
Date of Report 24-10-2005
It has been generated from responses by:
Manager: 1
Colleagues: 3
Direct Reports: 3

Purpose of Feedback
Constructive feedback is increasingly recognised as key to organisational success. The more you give constructive and detailed feedback on the competencies of your direct reports, the more they will improve. This may be done through formal 360 degree feedback, peer and self appraisals. It is also an important part of the coaching process which involves identifying areas of development for your direct reports which will help them to improve their performance. It is also an important part of the coaching process which involves identifying areas of development for your direct reports which will help them to improve their performance. It is also an important part of the coaching process which involves identifying areas of development for your direct reports which will help them to improve their performance.

Ranked Competencies
This section lists the ranked order of your overall competency scores for the above profile. A low percentage indicates a greater development need.

Competency	Score
Planning & Organising	85
Applying to Principles and Values	75
Applying & Communicating	70
Formulating Strategies & Concepts	65
Checking & Instilling Action	60
Planning & Organising	55
Applying Experience & Techniques	50
Applying Experience & Techniques	45
Applying Personal Work Goals & Objectives	40
Self-Knowledge	35
Applying Results & Metrics	30

Writing & Reporting
Writing effectively being clear, engaging, using jargon sparingly, well structured, meeting the needs of the audience
Writes clearly and succinctly
Writes in a professional manner

Skill Scores
Percentage Achieved: 70, 80, 90, 100

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Feedback on our newsletter We value feedback on our newsletter. Please email us your comments or any ideas for inclusion in future editions of Informed. Send to: info@informedassessment.co.uk Thank you.

Blog spot coming soon!

Informed Assessment has been invited to join an exclusive group of 20 contributors to a blog by the newly-formed Institute of Recruiters. Look out for us soon on www.geniusteam.org



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