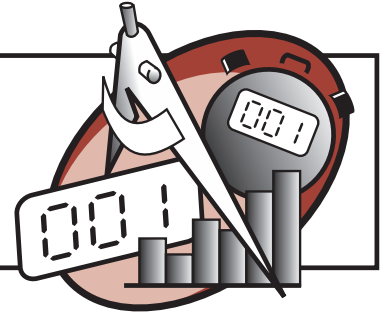


Your guide to managing every employee for peak productivity and professional growth

P R O F I L E S

Performance

I N D I C A T O R



Studies show that 60% of a manager's time is spent fixing people problems; this leaves only 40% for working to reach the organization's goals.

Have you ever become frustrated by an employee's inability to understand simple instructions or ideas, or stunned by an employee's hostility toward you or other employees? If you're like many managers, it happens all too often.

You should know about the *Profiles Performance Indicator*[™], a management tool that helps you break the inhibitors to effective communication, management and productivity. It helps reduce the conflicts in personality and style that get in the way of problem solving.

This powerful method is easy to use. In just 12 to 15 minutes, an employee responds to thirty items. These responses are entered into a desktop computer or on the Internet and, moments later, you can be reading an informative and revealing **Management Report**.

Have you ever wished employees came with instructions?

Profiles Performance Indicator[™] Management Reports are like instruction manuals, filled with essential information about your people. Reports describe significant job-related behavioral tendencies in seven key measurable areas:

1. Productivity
2. Quality of Work
3. Initiative
4. Teamwork
5. Problem Solving
6. Response to Stress and Conflict
7. Work Motivation



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1-800-808-6311

1-805-934-5956

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The *Profiles Performance Indicator*[™] Management Report gives you a tremendous advantage in developing the potential an employee brings to the job. It is filled with specific, individualized management suggestions for working more productively with each person you manage.

Morale gets a terrific boost because your communication with employees is personalized. They know your attention is directed to their needs, their personality and their best interests.

Improvement in communication and work motivation leads to significant gains in productivity. As a result, more individual, departmental and organizational objectives are reached.

As an added bonus, the *Profiles Performance Indicator*[™] has a second report, an **Individual Report**. It provides your employees with valuable feedback – information and ideas for professional growth. The report is also their guide to better communication and cooperation with coworkers. It helps them understand their on-the-job attitudes, emotions and behaviors. A big employee payoff comes in building relationships, improving work performance and increasing job satisfaction.

Results are immediate! *Profiles Performance Indicator*[™] is the right management tool for your organization. It's an "Everybody Wins" system that pays big dividends.