Engagement and Employment Expectations

Report for ID: 2406039

REPORT FOR
ID: 2406039

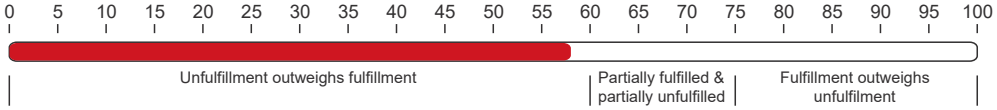
DATE OF COMPLETION
11/01/2023

FULFILLMENT UPDATED
11/01/2023

RELIABILITY - 89.2%
Answers were very likely accurate and truthful

ORGANIZATION
Flagstaff Christian Fellowship

Overall Fulfillment score = 58%



Engagement is the combination of being suitable for the job and fulfilling one's employment expectations. This report focuses on the fulfillment aspects and should be considered in combination with the Job Success Analysis (Suitability) report.

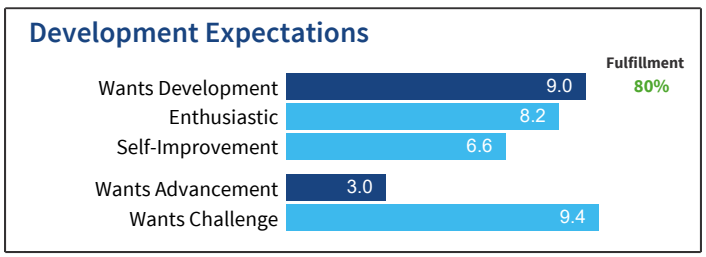
The overall fulfillment score measures the degree to which an individual's important expectations are fulfilled. It considers the importance given by ID: 2406039 to each employment expectation as well as their perceived level of fulfillment.

The Engagement and Employment Expectations report enables individuals and managers to enter fruitful discussions that establish mutually beneficial, long-term employment relationships.

How to Interpret

An overview of the eight areas of expectation is displayed on the following page. The bullet points below explain how to interpret the graph (see figure 1 below):

- The dark blue bars are the Individual's Expectations.
- The light blue bars are the Supporting Behaviors that help fulfill the corresponding expectation(s).
- The length of the bars reflect the strength of the expectations or supporting behaviors.
- Important Expectations are those the individual rated as 6 or greater in importance.
- Each Important Expectation has a Fulfillment percentage score to the right which indicates the degree to which the individual feels it is currently fulfilled (assuming this section of the SmartQuestionnaire was completed).
- Fulfillment scores follow a color code which is based on both the degree of expectation and the current fulfillment level - Green indicates discussion is probably not needed, Yellow indicates discussion may be needed and Red indicates discussion is urgently needed.



For Managers

Start by focusing on your team member's Red fulfillment scores. Explore their expectations and request examples and/or specifics regarding what is expected and what would be necessary from both the individual and the organization to fulfill this expectation.

For example if Wants Career Development is high then explore the specific type of career development the individual is seeking and how that might be fulfilled in the current job. Consider what the organization can offer and what would be expected from the individual.

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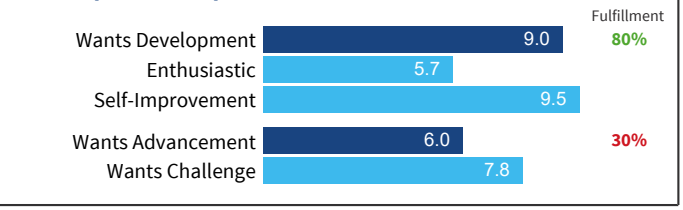
For Individuals

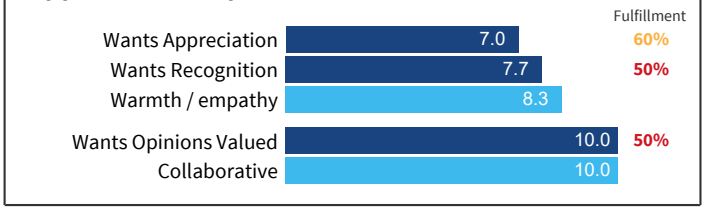
Start by reviewing the Green fulfillment scores to reinforce the areas where your expectations are mostly fulfilled. Then review the Yellow and Red fulfillment scores and identify the specific issues related to what you would like from the organization. Also consider the behaviors or contributions you might need to develop in order to achieve this expectation. Note strong scores on the Supporting Behaviors (light blue bars) are usually needed to fulfill the related expectation.

Overview

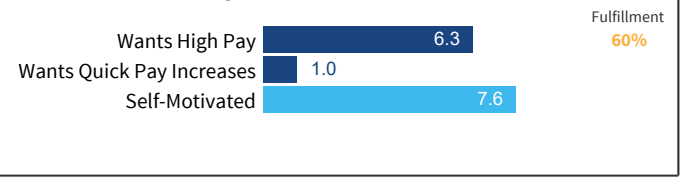
Development Expectations



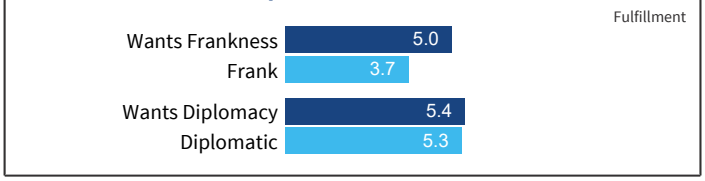
Appreciation Expectations



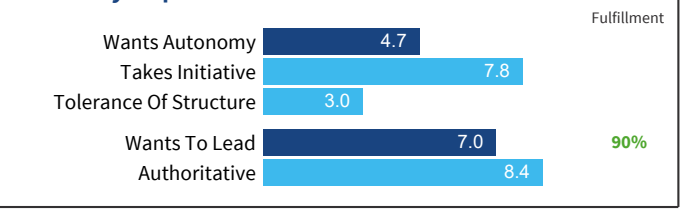
Remuneration Expectations



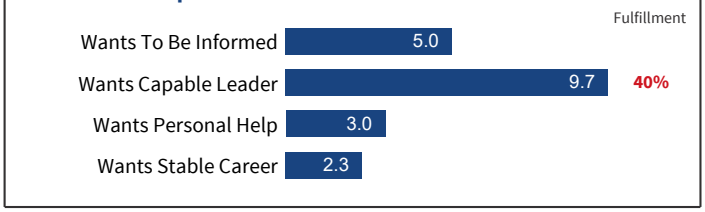
Communication Expectations



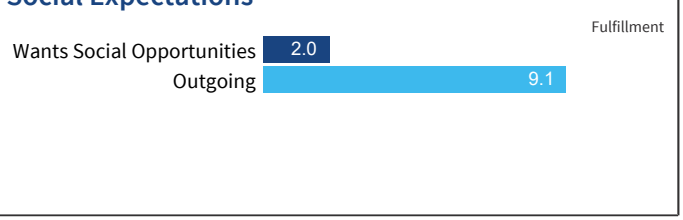
Authority Expectations



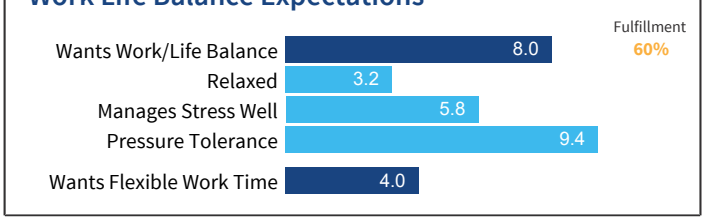
Personal Expectations



Social Expectations



Work Life Balance Expectations



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