BestWork Guide: Job Fit

Introduction

Introducing the **BestWork Guides**, a series of PDF guides to give you the information you need to be a DATA master. We want to make it easier to understand when and how to use our specific reports and programs.

Over the past ten years, we have been good at creating solutions that have helped many employers. What we have lacked are the resources and tools to help you best use our services and products.

That is why it is our goal to add these PDF guides to each program by category. We will also be adding video guides and a business marketplace.

Thank you for your business and continued support.

Job Fit

The Job Report is the foundation of the BestWork report family. The Job Report describes how an individual candidate or employee fits a specific job by describing how they can or cannot deliver the job behaviors that make up that job. These descriptions are written in plain language, using the terminology of that job.

For example:
- Has difficulty persuading prospects to take action
- Can be seen as cool and impersonal
- Has difficulty following proven procedures consistently
- Dislikes confrontation that is a part of managing others

An important element of the Job Report's list of job behaviors is that the first three job behaviors are Critical factors. That means that each of these job behaviors is absolutely necessary in order to perform that specific job successfully. Other job behaviors which are classified as Important are also included in the report. These may impact job performance but they are not Critical.

BestWork DATA

Job Fit

The unique value of the Job Report is its ease of use. Anyone can read and understand it in terms of a specific job. Job Reports use the terminology of each job, not generalized text that is same for all jobs. This eliminates the need for experts or specialized training. This is what allows the BestWork system to be used throughout an organization.

Coachability

The last job behavior is Coachability. This describes how frank and open the person was in participating in the BWD questionnaire. To learn more about Coachability, read the **Coachability paper** in the BestWork support materials. If a participant triggers the Coachability scale, a red alert appears at the top of the report page.

Job Fit

Selection & Hiring

The primary application of the Job Report is in **Selection**. When the BestWork system is used most effectively, unsuitable candidates are screened out with Quick Screen Charts at the earliest point in the selection process. High volume hiring projects can even screen out the bad hires automatically.

The Job Reports can be used to augment these decisions when necessary. The focus must be on first eliminating unsatisfactory candidates, and the Critical factors are the key to doing that.

BestWork DATA

Job Fit

Performance Management

Managers and supervisors spend most of their time managing the performance of their employees. They want them to do it this way, not that way. They want them to start doing this and stop doing that. Without the BestWork information describing the employee's particular strengths and abilities in the job and the challenges they may have because of those hard-wired factors, well meaning management efforts may miss the solution.

All of the management experience and training in the world cannot make up for not having that information. Without the BestWork information, management depends on observation, opinion and emotion. The Job Report is the starting point for more effective decisions.

Thank you.

We thank you for your continued support in our efforts to change the world with DATA.

Connect with us

BestWork DATA

(770) 274-0518

www.bestworkdata.com

clientsuccess@rbestworkdata.com

@bestworkdata

Follow us on our socials!