



TTI Job Fit™

Programmer

1-18-2006



INTRODUCTION

If the job could talk, it would clearly define the knowledge, hard skills, people skills, behavior and culture needed for superior performance. Your unbiased input regarding the specific requirements of the job in question has been applied to the Job Fit benchmarking process. The result is an evaluative report that analyzes a total of 17 separate areas, presented in three sections:

SECTION 1: REWARDS/CULTURE HIERARCHY (6 AREAS)

This section clearly identifies the rewards/culture of the job, which defines its sources of motivation. It clarifies "why" and "in what kind of environment" this job will produce success.

SECTION 2: BEHAVIORAL HIERARCHY (8 AREAS)

This section explores the behavioral traits demanded of the job. The higher the ranking, the more important the behavioral trait will be to the job for stress reduction and superior performance.

The results of each area are ranked on a scale, reflecting the unique levels of applicability and importance to the job. These rankings illustrate what is essential for this job to deliver superior performance and maximum value to your organization.

SECTION 3: TASK QUOTIENT (3 AREAS)

TQ™ defines the ideal mixture of task types (Routine, Troubleshooting and Project) that provide an individual the most intrinsic motivation, or personal satisfaction. William Daniels, in his book **Breakthrough Performance** defines 4 types of tasks that we perform:

- A) **Routine Tasks** - highly predictable and have a low delay tolerance (must be accomplished immediately)
- B) **Troubleshooting Tasks** - highly unpredictable and have a low delay tolerance (must be accomplished immediately)
- C) **Project Tasks** - highly predictable and have a high delay tolerance (do not have to be accomplished immediately)
- D) **Negotiable Tasks** - low predictability and have a high delay tolerance (do not have to be accomplished immediately). Daniels states that these tasks when they are frequent should be considered as Troubleshooting Tasks, and when they are infrequent they should be considered Project Tasks.



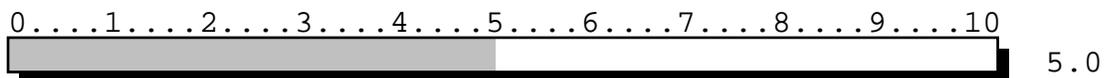
Section 1 REWARDS/CULTURE HIERARCHY

This section identifies the rewards/culture system of a specific job. Matching a person's passion to a job that rewards that passion always enhances performance. The graphs below are in descending order from the highest rewards/culture required by the job to the lowest.

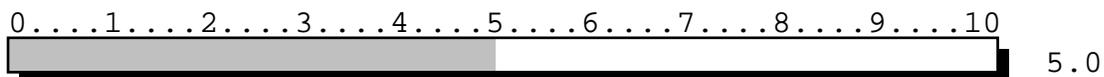
1. SOCIAL



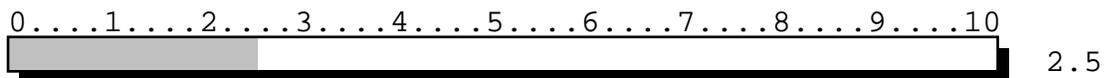
2. AESTHETIC



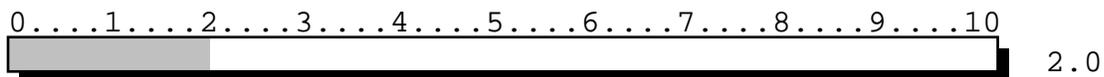
3. TRADITIONAL/REGULATORY



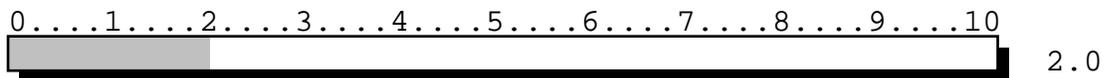
4. THEORETICAL



5. UTILITARIAN/ECONOMIC



6. INDIVIDUALISTIC/POLITICAL

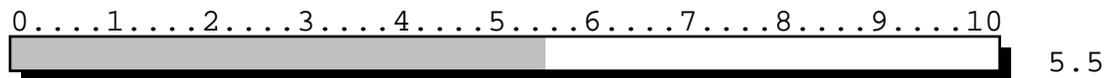




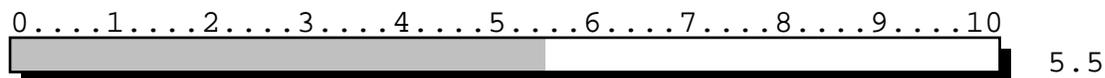
Section 2 BEHAVIORAL HIERARCHY

This section is designed to give a visual understanding of the behavioral traits demanded of the position. The graphs below are in descending order from the highest rated behavioral traits required by the job to the lowest. This means the higher the score the more important that behavioral trait is to stress reduction and superior job performance.

1. ORGANIZED WORKPLACE



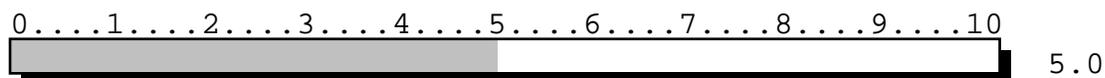
2. CUSTOMER ORIENTED



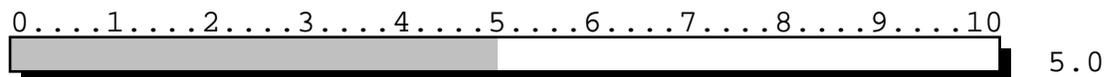
3. FREQUENT CHANGE



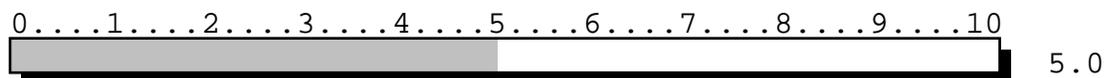
4. URGENCY



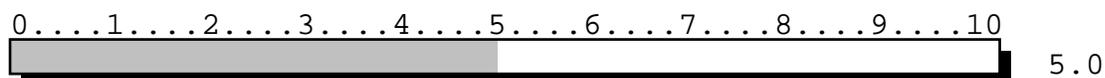
5. FREQUENT INTERACTION WITH OTHERS



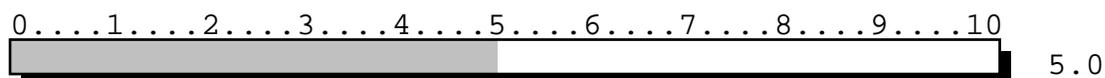
6. ANALYSIS OF DATA



7. COMPETITIVENESS



8. VERSATILITY





Section 3 YOUR OPTIMIZED WORK DISTRIBUTION

This graph describes your view of what the desired work distribution would be needed to optimize the current work environment.

The optimized work distribution would include:

- 26% routine tasks. This work is highly predictable and needs to be accomplished immediately
- 42% troubleshooting tasks. This work is highly unpredictable and needs to be accomplished immediately
- 32% project tasks. This work is highly predictable and does not have to be accomplished immediately

A person with a Task Quotient of 26-42-32 would be needed to work in the current work environment if it were optimized.

