

# Your M.A.I.L.

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Your Motivation, Attitude, & Integrity Letter from Success Performance Solutions

*Gen-X ers' make up 20% of our workforce and 100% of our future.*

Unknown

## If The Job Could Talk.....

Suppose the opportunity came along and you could ask the job: "What does it take to do this job with consistent superior results"?

**Oh, if it were only so easy.** What would it say about the job skills someone needs to fill the position, the competencies required for superior performance, and the motivations best suited to secure success for the next five years?

Job positions are very difficult to analyze because different people performing the same job see it differently. And different people doing the same job in different businesses view the job through different filters. These filters create biases. A few of these biases include:

- ◆ How people would like to perform the job?
- ◆ How the job should actually be performed?
- ◆ How people are performing the job?

Sorting out these biases provides you with the right information. When you can match a person who brings the "right" talents to the job you are on your way to "predicting" superior performance. These people are energized, focused, and require little external motivation for superior performance. Mismatching people with the job, on the other hand, always ends up with poor performance and turnover.

**Well, interviewing the job is no longer a dream. Identifying what it takes for superior job performance is now easy, accurate, and cost-effective with the DNA of Performance, a Competency-Based Position Analysis.** The DNA of Performance asks the right questions in the areas of Attitudes, Behaviors, Skills, Beliefs and Intelligence to identify the key competencies required by the position.

Why use the DNA of Performance?

- ◆ It works.
- ◆ It is simple to execute.
- ◆ It minimizes personal biases.
- ◆ It prioritizes and validates the competencies required.
- ◆ It makes writing the job description easy.
- ◆ It provides a structured interview based on pre-tested competencies.
- ◆ It minimizes unnecessary and costly training by targeting the essential skills your employees need.

Call Success Performance Solutions at 717-656-4632 for a Free Consultation on Competency-Based Position Analysis or visit our web site at [www.super-solutions.com](http://www.super-solutions.com)

**By Special Invitation Only**  
for Managers of 25 or more employees

Managing and Motivating Gen-X !  
Conestoga Country Club  
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Call Cindy or Betty Today  
for Reservations

Seating limited.

**Your MAIL**, a newsletter for the clients of Success Performance Solutions, will be sent to you free of charge unless you unsubscribe.

Each issue will include motivational quotes from top business leaders, important trends in performance improvement and the latest resources for motivational training and selecting people with integrity.

I prefer Your M.A.I.L. by:

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Name \_\_\_\_\_

Remove me from both lists.



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