

PERSONAL EFFECTIVENESS PROFILE (PEP)



People Performance and Organisation Alignment

Like poles repel, unlike poles attract may be the rules of magnetism but, despite the myths it is not a particularly good basis for human relationships. We tend to get on better with those whose behaviour is similar to our own. But fortunately, most of us are able to modify or adapt our behaviour to get on better with people unlike ourselves, to communicate more effectively and to change in order to do things in ways which organisations expect.

Using PEP your staff would:

- Align their behaviour to what is needed in the organisation.
- Cope better with change, pressure, stress.
- Get on better with others, become team players.
- Feel better about themselves, confront difficulties and make things happen.
- Influence others positively, overcome annoying habits, develop can-do attitudes.

What PEP has done for others

- Improved team work in multi-function, multi-ethnic specialist teams
- Improved communications in teams where safety is paramount
- Reduced absenteeism through increased ability to manage stress/pressure
- Enhanced self esteem, resulting in improved personal contribution leading to promotion (from marginal performers)
- Alignment of individual attitudes and behaviour with the organisation's desired culture.

Research

PEP research set out to identify the underlying characteristics of those individuals who were seen to be consistently effective in their job. This resulted in identifying a number of crucial behavioural skills and four clusters of 'attitudes' (essentially emotionally based). These form the 'Adaptability' scale.

At the same time behavioural patterns emerged which seem to be universal. While these do not predict effectiveness, they give great insight into interpersonal conflict and organisational/personal alignment.

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How PEP works

We all think we are good communicators. Most of us at least intend to be. Unfortunately, for many there is a gap between intent and effect. More unfortunate is that there is little in organisational life to make individuals aware of where those gaps may be.

This is where the Personal Effectiveness Profile (PEP) comes into its own.

PEP provides 360° feedback and analysis of the individual's:

- Preferred behavioural and communications style.
- The kinds of people that are likely to be attracted to or switched off by the individual's style.
- Ability to recognise their likely impact on others and how to modify their own behaviour/communications style to have a more positive effect.
- Adaptability rating compared to thousands of others and thus analyse the individual's capability to cope with change, stress, pressures, new relationships.
- Psychological, emotional, attitudinal and behavioural capabilities and the self belief to cope better with this fast changing world
- Personal style, its fit with the desired corporate culture, the individual's job demands and how to adapt accordingly.

In other words ***how to become more effective.***

Adaptability has long been seen as the basis of personal effectiveness. Adaptability enables people to cope with change, cope with pressure, cope with new relationships. Adaptability correlates closely with perceived on-job effectiveness.

Solutions

The Recommendations Report explains what the individual needs to do to become more effective and how specifically to make those changes.

Implementation

As with all Verax diagnostic modules, data can be collected electronically (internet, intranet, e-mail) or using paper questionnaires.

Reports may be produced using our very cost effective site licence methods, or alternatively use the Verax bureau service.

PEP is available in English, French, Spanish, Italian



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