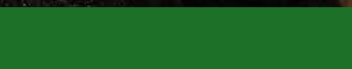PEOPLOGICA

# CASE STUDY

JobFit™

## CARPENTRY APPRENTICE

PEOPLOGICA
Love Your Work.

# SUMMARY

Successful carpentry apprentices (who have successfully completed their apprenticeship) were assessed using the JobFit Executive psychometric instrument and from these assessment results, Peoplogica developed a high performance Success Pattern. This Success Pattern accurately identified the critical success attributes of the successful apprentice for the carpentry apprenticeship program.

# PURPOSE

- Identify the critical attributes of a successful Carpentry Apprentice

- Provide a solution that will improve the success rate of selecting high performers in the future

- Deliver higher retention rates

- Identify potential barriers to success and provide coaching, mentoring & training suggestions to manage these barriers

# ABOUT JOBFIT ASSESSMENTS

JobFit™

JobFit Assessments have been specifically developed to assist not-for-profit and care organisations to better select, develop and retain high performing employees and volunteers.

JobFit™ executive

JobFit Executive is a highly accurate psychometric assessment for all leadership, management and sales roles. JobFit Executive measures cognitive abilities, behavioural traits, professional traits and professional interests. This powerful instrument provides the ability to build role benchmarks based on your proven high performers.
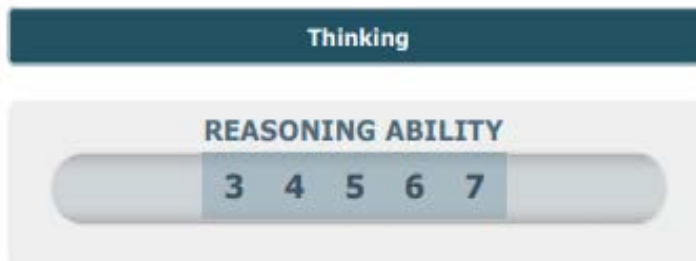
JobFit™ select

JobFit Select is a highly accurate psychometric assessment that measures a candidate's "fit" to the role they are being considered for. JobFit Select has been specifically designed for all roles up to mid-level managers and is particularly effective for all carer, case officer, administration, customer service and operations roles.

# CARPENTRY APPRENTICE SUCCESS PATTERN

Successful Apprentices were assessed using the JobFit Executive assessments in order to build a Success Pattern for the role.

## Thinking

### REASONING ABILITY
3  4  5  6  7

## Personality

### MANAGEABILITY
7  8  9

### COMPETITIVENESS
3  4  5

### PEOPLE CONTACT
2  3  4  5

### SENSE OF URGENCY
2  3  4

### ATTITUDE
3  4  5

### TAKE CHARGE
3  4  5  6

*Interpret JobFit Executive Success Pattern using *Quick Reference Guide.*

# CARPENTRY APPRENTICE - PARTICIPANT RATINGS

| PARTICIPANTS | CARPENTRY APPRENTICE PERFORMANCE RATING |
| --- | --- |
| SUCCESSFUL APPRENTICE #1 | HIGH |
| SUCCESSFUL APPRENTICE #2 | HIGH |
| SUCCESSFUL APPRENTICE #3 | HIGH |
| SUCCESSFUL APPRENTICE #4 | MOD-LOW |
| UNSUCCESSFUL APPRENTICE (<6 MONTHS) | MOD-LOW |
| UNSUCCESSFUL APPRENTICE (12-18 MONTHS) | LOW |

- "Successful Apprentice": an apprentice who has successfully completed their apprenticeship
- "Unsuccessful Apprentice (<6 months)": an apprentice who ceased their apprenticeship in the first 6 months
- "Unsuccessful Apprentice (12-18 months)": an apprentice who ceased their apprenticeship between 12&18 months.

# CARPENTRY APPRENTICE - CANDIDATE MATCHING

The Success Pattern was then utilised to identify future top performers for the role using JobFit Select Assessment.

## Job Match Rating

**》 High**

Successful Apprentice #1    Successful Apprentice #3
Successful Apprentice #2

**》 Mod-High**

**》 Mod-Low**

Successful Apprentice #4    Unsuccessful Apprentice (<6 mths)

**》 Low**

Unsuccessful Apprentice (12-18 mths)

# CARPENTRY APPRENTICE - SUCCESSFUL APPRENTICE REPORTING

**Job Match**

LOW | MOD-LOW | MOD-HIGH | HIGH

## Job Pattern - Carpentry Apprentice

Job Match is a result of comparing Scott to the Job Pattern. Mr Successful has a High match to this job.

## Talent Details

For an in-depth picture of Mr Successful the following graphs provide detailed information regarding his scores. Results are illustrated on the scale from 1 to 9.

**Reasoning Ability**

A measure of expected learning, reasoning and problem solving potential.

7

Hands-on and Repetition learning | Quick to learn, capacity to adapt
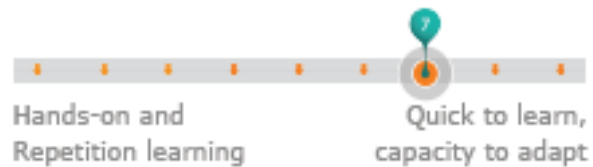
**Take Charge**

Tendency to strive for control of people and situations and to lead more than follow.

5

Low need to control others | Comfortable with leading others

**Attitude**

Tendency to have a positive or optimistic outlook regarding people and outcomes.

5

Sceptical or critical of others | Trusting and optimistic

**Sense of Urgency**

Tendency to display stamina and an eagerness for immediate results.

6

Relaxed, patient, focused | Eager, energetic, impatient
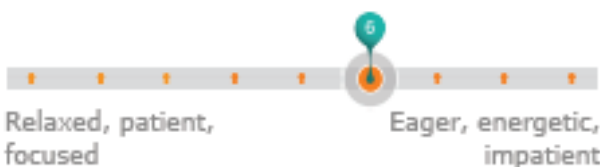
**People Contact**

Tendency to be outgoing, people-oriented and to participate with others.

2

Introverted, reserved | Outgoing, people oriented