



# TTI Task Quotient™

*Achieve Maximum Benefits With the Best Job Fit*

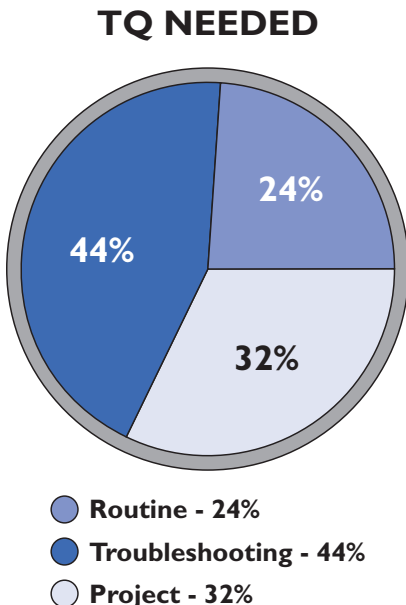
## The Value of the Best Job Fit

Creating the best job fit can be crucial in job satisfaction, the key to employee selection and retention. Whether the focus is on hiring the right candidate or increasing satisfaction with current employees, creating an alignment between the job and the individual is an important step in creating the best job fit.

The TTI Task Quotient (TQ®) is a unique and simple online assessment that quickly determines what task types the job calls for and what task types the individual prefers. By ensuring a match between the two, you can create alignment between the job and the employee. If alignment does not exist, it can lead to decreased productivity, stress, poor performance and turnover.

## TTI Task Quotient Answers Four Key Questions

- How motivating is the current work environment?
- How well aligned are the employees to their current job or to a new job?
- What can easily be done to improve job satisfaction and productivity in the current work environment?
- What blend of task types creates the best job for an individual?



*TTI Task Quotient reports include three percentages that indicate the ideal or needed TQ blend.*

## The Three Task Types

TTI Task Quotient looks at the job and the individual separately and determines the blend of task types preferred by each. This blend is determined by three percentages for each of the three task types:

- **Routine Tasks** are highly predictable and must be accomplished immediately.
- **Troubleshooting Tasks** are highly unpredictable and must also be accomplished immediately.
- **Project Tasks** are highly predictable, but do not have to be accomplished immediately.

## TTI Task Quotient Provides Multiple Benefits

With multiple report versions, this tool can be used in a number of different situations. With the reports and comparison charts, you can define the:

- Ideal and preferred mixture of task types
- Current job's actual and optimal blend of task types
- Change needed to move from the actual blend to the preferred blend of task types
- Current level of job satisfaction
- Action plan to improve job satisfaction

The TTI Task Quotient series makes it simple to determine and create job satisfaction, as well as hire the right candidates to achieve that satisfaction. With employee-job alignment in the workplace, productivity, employee retention and satisfaction are sure to increase.

Provided by:

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# Task Quotient™

*This assessment tool evaluates an employee's current job alignment, or it can be used to prescreen job candidates for best job fit.*

- **Could you benefit from quantified answers to 1 or more of these 4 questions?**
  1. How motivating is the current work environment?
  2. How well aligned are the employees to the current job or to a new job?
  3. What can easily be done to improve job satisfaction and productivity in the current work environment?
  4. What mixture, sequence, and frequency of task types create the best job for the employees?

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- **What is a Task Quotient (TQ™)?**

TQ is defined as the percentage mixture of each of the 3 task types (Routine, Trouble-Shooting and Project) that equal 100%. Each of us has 1 of 496 different TQ mixtures that defines our optimal state of motivation.
- **What does your TQ assessment report define?**
  1. Ideal/preferred mixture of task types.
  2. Current job's actual % mixture of task types.
  3. Current job's optimal % mixture of task types.
  4. % change needed for each task type to move the individual from actual to ideal (preferred) state.
  5. % change needed for each task type to move his/her current job to an optimal (efficient) state.
  6. Current level of job satisfaction.
  7. An action plan methodology that the person can individually use to improve his/her job satisfaction. This plan can be extended to discussions/recommendations with his/her boss for improved teammember utilization.

For more information:

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