
Co-Worker Connection Report & Meeting Guide RetentionWorks®

Report Prepared for: Juan Torrez

Report Prepared on: May 23rd

Name:	Profile Completed On:	Name:	Profile Completed On:
Juan Torrez	April 30th	Kisha Smith	April 30th



Sample Report

Attachments (double click the name to open):

Understand Co-Worker Engagement and the Results

Review this document thoroughly the first time and reference it as necessary

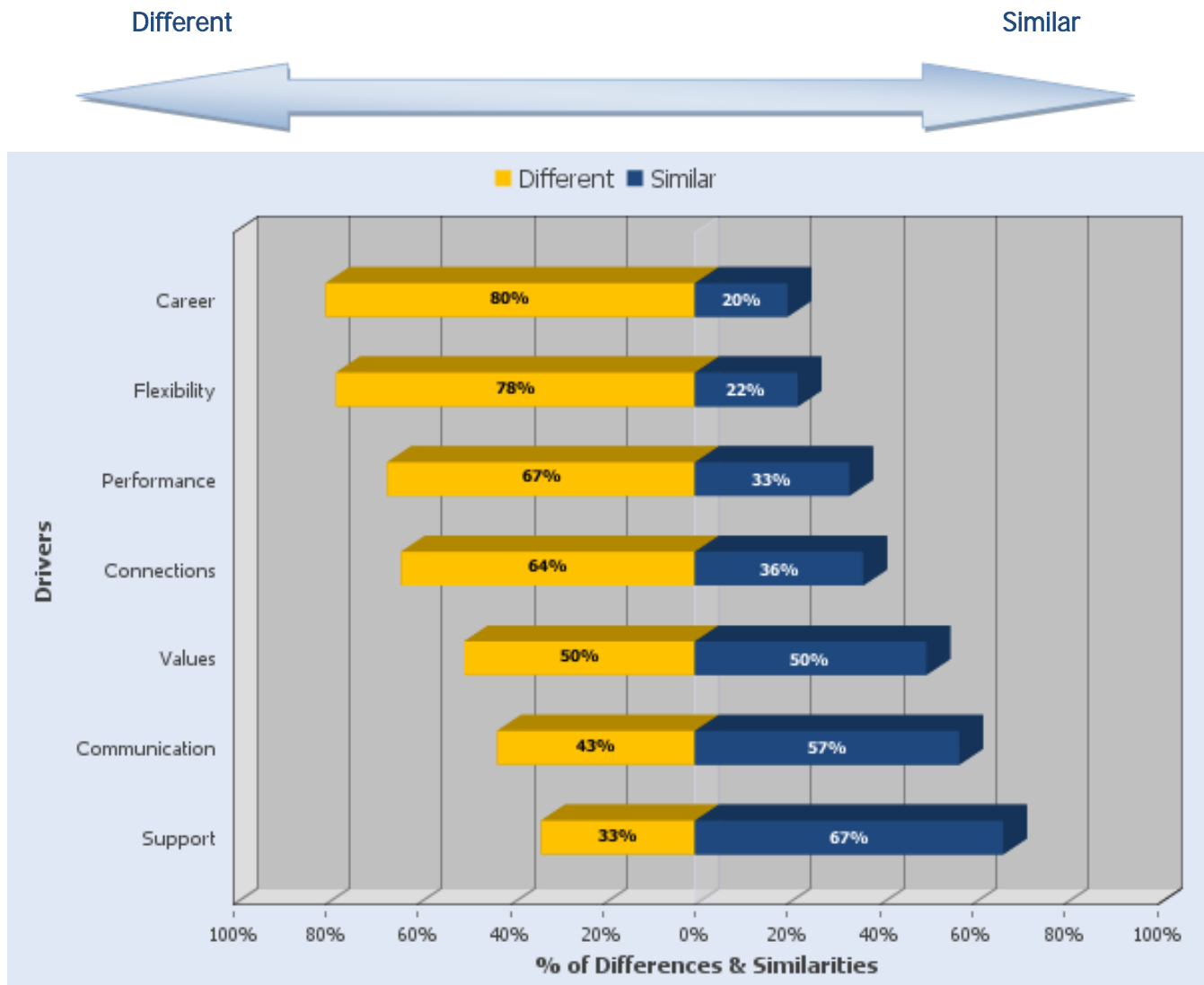
Co-Worker Connection Meeting Guide

View and Print this guide to conduct a meeting with each co-worker

Section I



Differences & Similarities on the Drivers of Co-Worker Engagement



The chart below lists the drivers from those on which you and your co-worker are most *different* (on the left part of the graph in yellow) to those on which you are most *similar* (on the right part of the graph in blue).




Understanding Differences & Similarities

Naturally we are more positive and accepting of our co-workers' behaviors when our preferences are *similar*. When our preferences are *different* than our co-workers, it requires more effort and understanding to respond positively.

  **Different.** A high percentage of differences within a *Driver* means that you and your co-worker do not behave the same most of the time.

  **Similar.** A high percentage of similarities within a *Driver* means that you and your co-worker behave and react the same way in many situations. Usually, you will build closer connections with similar co-workers. However, the strongest teams are often comprised of individuals who have different perspectives, skills, and preferences.

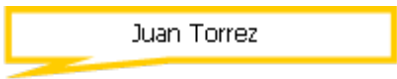

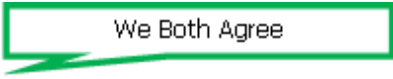
Section II: Co-Worker Engagement Preferences

 Review these results and think about how they are impacting your interactions with this co-worker.

- ❖ Determine if the *differences* or *similarities* in the preferences between you and your co-worker: Can be used in a Positive way **(P)** to interact with your co-worker or Is an Obstacle **(O)** when interacting with your co-worker
- ❖ Also circle any component preferences you'd like to discuss with your co-worker so that you can better understand their preference at work.

Each co-worker engagement driver is made up of survey questions with responses that describe behaviors at work.

The preferences that you and your co-worker selected are displayed on the following pages.

Your responses are designated with your name in a gold color speech bubble.	
Your co-worker's responses are designated with his/her name in a blue color speech bubble.	
Questions where you both selected the same response are designated with "We both Agree" and are in a green color speech bubble.	

Tips for Understanding Preferences at Work


- ❖ There are no right or wrong preferences
 - o This is a chance to help you understand your co-worker's preferences at work.
 - o This will help you gain an understanding of why co-workers behave the way they do.
- ❖ Neither Preference is superior or inferior to the other
 - o This is a chance to learn how to overcome possible obstacles.
 - o As well as make use of the advantages these similarities and differences can bring to your work experience.
- ❖ People's behaviors do not always fit neatly into a specific preference
 - o Our actions at work can be complex.
 - o There are continuous outside influences in the work environment that impact our actions.
 - o You have a chance during your Co-worker Connection Meeting to discuss the specific situations that might affect your preferences at work.


CAREER:   80% Different &   20% Similar


The Career Driver lists five Career Goals and how each co-worker has rated them in terms of importance. The percentage of similarity shown above indicates the extent to which you rated the Career Goals the same as your co-worker.



Ranking of Current Career Goals			
	Juan Torrez Current Career Goals		Kisha Smith Current Career Goals
1	<p>New Experiences</p> <p>Learn new things and collect new experiences to improve expertise and expand perspective.</p> <ul style="list-style-type: none"> ❖ Be involved in a variety of tasks and duties ❖ Obtain different positions to establish status and authority 	1	<p>Satisfaction</p> <p>To be satisfied with job tasks.</p> <ul style="list-style-type: none"> ❖ Freedom and independence to express thoughts and determine activities ❖ Balance between job and personal interests
2	<p>Satisfaction</p> <p>To be satisfied with job tasks.</p> <ul style="list-style-type: none"> ❖ Freedom and independence to express thoughts and determine activities ❖ Balance between job and personal interests 	2	<p>Financial Worth</p> <p>Increase or maintain compensation based on contributions.</p> <ul style="list-style-type: none"> ❖ When I perform well on a consistent basis, I want to be compensated accordingly ❖ Obtain opportunities to earn additional compensation
3	<p>Financial Worth</p> <p>Increase or maintain compensation based on contributions.</p> <ul style="list-style-type: none"> ❖ When I perform well on a consistent basis, I want to be compensated accordingly ❖ Obtain opportunities to earn additional compensation 	3	<p>Professional Growth</p> <p>Grow skills and knowledge</p> <ul style="list-style-type: none"> ❖ Develop new skills / Avoid having obsolete skills ❖ Achieve performance improvement ❖ Obtain an increase in duties and responsibilities
4	<p>Stability</p> <p>Use existing skills and knowledge to deliver acceptable performance in predictable work activities.</p> <ul style="list-style-type: none"> ❖ Obtain predictability of tasks and work experiences ❖ Maintain a secured position over advancement 	4	<p>Stability</p> <p>Use existing skills and knowledge to deliver acceptable performance in predictable work activities.</p> <ul style="list-style-type: none"> ❖ Obtain predictability of tasks and work experiences ❖ Maintain a secured position over advancement
5	<p>Professional Growth</p> <p>Grow skills and knowledge</p> <ul style="list-style-type: none"> ❖ Develop new skills / Avoid having obsolete skills ❖ Achieve performance improvement ❖ Obtain an increase in duties and responsibilities 	5	<p>New Experiences</p> <p>Learn new things and collect new experiences to improve expertise and expand perspective.</p> <ul style="list-style-type: none"> ❖ Be involved in a variety of tasks and duties ❖ Obtain different positions to establish status and authority

 Review your top three career goals. Describe what caused you to choose these as the most important career goals right now. Describe what these career goals mean to you.

 Describe two things your co-worker can do to best support your career goals. Be prepared to discuss with your co-worker any obstacles to supporting your career goals and how you can overcome these obstacles together.

 at least 2 important preferences to discuss with your co-worker.

Next to the preferences selected, write a P or an O.

P = your differences or similarities can be used in a Positive way with your co-worker

O = your differences or similarities can be an Obstacle when interacting with your co-worker.

P/O	FLEXIBILITY		
	ADAPTABILITY TO CHANGE	PREFERENCE 1	PREFERENCE 2
	We Both Agree		
	When completing tasks I typically prefer:	Tried-and-true traditional methods.	Cutting edge ideas and strategies.
	Juan Torrez		Kisha Smith
	When working on multiple tasks, I prefer to complete them:	In an unstructured way. I prefer to be able to switch between tasks when necessary.	In sequence. I prefer to complete one task from start to finish before starting the next task.
	Juan Torrez		Kisha Smith
	<i>Each co-workers responses are shown item by item for a clear picture of ways in which they are similar and different in their preferences.</i>		
	Juan Torrez		Kisha Smith
	Although I adjust to my environment at work, I typically work best when there is:	Little to no noise.	Continuous noise like people, machines, and work environment sounds.
	WORK STYLE	PREFERENCE 1	PREFERENCE 2
	We Both Agree		
	What is your preferred work environment?	I enjoy an unstructured environment at work where I can have the opportunity to be creative and express my ideas.	I strive to make things at work run smoothly, I enjoy consistency and organization.
	Juan Torrez		Kisha Smith
	I usually enjoy tasks that:	Require great attention to detail.	Require a larger view of the task and less attention to detail.
	Juan Torrez		Kisha Smith
	When it comes to new plans or ideas at work, I usually prefer:	Implementation. Be more on the side of implementing the plan or idea.	Creation. Be more involved in inventing new plans and ideas.
	Juan Torrez		Kisha Smith
	<i>Detailed comparison pages like this are included in the report for each of the 7 drivers categories surveyed.</i>		
	Juan Torrez		Kisha Smith
	I prefer to learn new things first through:	My own experiences, even if it has been done before I want to try it myself first.	Others' experiences, I appreciate hearing their experience first.

*Thank you for your interest in Co-Worker Connection.
Request a product demo to view a full report.
Contact us today at solutions@talentkeepers.com
or call 407-660-6041 ext 124.*