



## What is Task Quotient?

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Creating a strong person-job-fit is crucial in employee satisfaction and retention. Fit should be determined in the hiring process. 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 the key to success.

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

TQ looks at the job and the individual separately to determine the blend of task types preferred by each. This blend is determined by three percentages for each of the three task types: Routine, Trouble Shooting and Project tasks.

## Results and Benefits

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The TQ will assist in determining how motivating the current work environment is, how well aligned employees are to their current job (or to a new job), what can be done to improve job satisfaction in the work environment, and what blend of task types creates the best job for an individual.

The Task Quotient will allow you to:

- **Understand individual preferences for specific jobs**
- **Profile positions and match candidates to them**
- **Increase job satisfaction**
- **Restructure/Redesign teams and departments**
- **Design roles to suit each individual**



*To find out what Task Quotient can do for you and your team...Contact us today!*

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