

Key Drivers for Success

Skills are visible display of ability!

Workplace success is important for the wellbeing and positive culture of a workforce. The importance of success at work can not be over stated. In order to be successful in a job, three aspects are important:

'I Know'

Knowledge is a very important component for workplace success. The employee must be knowledgeable. Specific jobs require specific knowledge applicable to the job. This aspect is normally reflected in the qualifications of the individual. It also relates to the experience of the individual in a job or previous experience in similar jobs.

'I Can'

This relates to the practical execution of the tasks related to the job. It is the physical and operational actions to do the job. Knowing how to do the job is different from being skilled in doing the job. The difference can easily be explained by means of an example. If somebody has done music theory and successfully completed music theory training, it doesn't warrant that the person can successfully play the piano in a smooth and effective manner. This is applicable to all jobs. The fact that somebody knows how walls are built, doesn't make him a skilled bricklayer.

'I Fit'

Doing any job has to do with the compatibility between the behavioural patterns of the individual and the behavioural expectation of the working environment. This is a very complex scenario for which Shadowmatch was developed - to successfully deal with the fit between the individual and the working environment.

Go to www.shadowmatch.com for more information
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