

A Misfit Finds Fit

Training leader at Fortune 100 Large Retail Company

The Challenge:

An HR team had recently hired an administrative support person, Steve. The supervisor noticed that things didn't seem to be working out with him: details were certainly not his forte. He turned out to be a "trainer personality" in an administrative position and the fit was a disaster.

The Approach:

The team used the whole brain model and profile to explore their work process. The supervisor noticed that this individual, Steve, really loved it. A "what work do I love" exercise opened him up to talking about his true passion: training. She discovered that in fact he had taken the position hoping to move into training. Unfortunately, there were no training positions opening in the foreseeable future. The supervisor used the session and his data as an opportunity to open the discussion in a non personal way—he was the type of guy who "personalized everything" (his profile was very strong in the C quadrant and high in the D). She asked, "what is the 'brain' of your job look like?", a non threatening way to get the issue out on the table (this strong C quadrant group of trainers had been very hesitant to bring this up before, for fear of hurting his feelings). The supervisor was able to coach him using a whole brain diagram. Asking "where is the perfect profile for your position?" and then comparing that to his profile which was the opposite. It was a very non-shaming way to talk about the mismatch.

The Results:

In the comparison Steve discovered that the job was almost all B (with some A some C) Not a good fit for his profile! He reached out into his personal network and found a job with another company, doing training (a bit technical but Training all the same) and he loves it. He has just been promoted!