

Dynamic Iterative Approaches to Personnel Profiling

Gonzales, R.F. and Fadden, S.

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Abstract:

Employee adaptability is often assumed to occur in conjunction with various industry/corporate in-service programs. Inherent to this assumption is the static evaluation applied to the employee that is perceived to be the single data point representing his or her professional profile. This perception is inaccurate in that human behavioral sciences suggest that employees, in general, are dynamically altering their values, goals, aspirations, and levels of competencies. This is especially true in today's world of fast paced technological innovation and cultural diversity.

This presentation will propose techniques and perceptions that may affect both short term and long term preparation of employees to evolve their own iterative model of personal growth . There will be a purpose associated with the presentation to acknowledge characteristics of assessment and reporting that may be considered representative of individual progress. Our discussion will be directed towards the changing profile of an employee, over-time, and how that might pertain to greater levels of adaptability within an industry level workplace.