

INDUSTRY

Federal
Regulatory
Authority

OBJECTIVE

Improved Job
Performance

SOLUTION

WAA
Workplace Alignment
Assessment

RESULTS

Improved
Performance

Longer Tenure

Career
Progression

The organization identified that employees with higher WAA scores were more likely to receive high performance ratings, longer tenure, and be promoted.



Federal regulatory authority predicts job performance and career advancement

Challenge

A major federal regulatory authority had been using the Workplace Alignment Assessment (WAA) for several years, to help them identify people who were more likely to be committed to the organization and stay for longer. They wanted to see what kind of impact the assessment was having on some of their key organizational outcomes, including job performance, tenure, and employee movement.

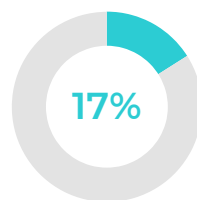
Solution

We analyzed the WAA scores of candidates who were subsequently hired and compared them with manager ratings of job performance, tenure data and an employee movement descriptor.

Results

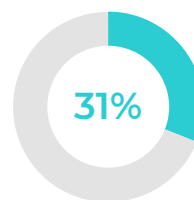
We identified direct relationships between employees' WAA scores and the outcomes we analyzed.

Higher Ratings for Top Performers



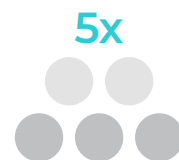
Employees who scored "Above Average" on the WAA received 17% higher ratings

Longer Tenure



Employees who scored "Above Average" on the WAA were employed 31% longer on average

Greater Likelihood of Promotion

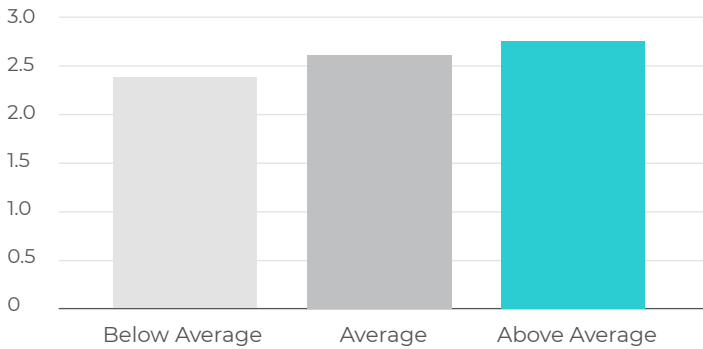


Employees who scored "Above Average" on the WAA were 5 times more likely to receive a promotion

Job Performance (Manager Ratings)

We compared WAA scores with the annual performance ratings of 251 employees. On average, employees who scored "Above Average" on the WAA received performance ratings of 2.7, while those with "Below Average" scores received performance ratings of 2.3. **Employees with "Above Average" scores were rated 17% higher than those with "Below Average" scores.**

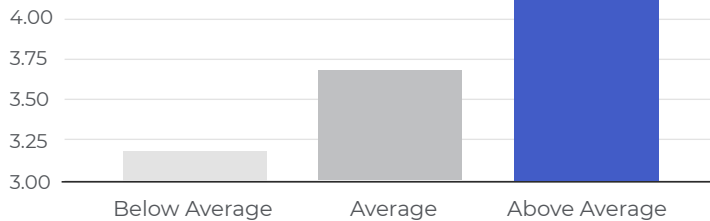
Performance Ratings by WAA Score



Tenure

We compared WAA scores with the number of years that 251 employees were employed by the organization. Those scoring "Above Average" on the WAA were employed for an average of 4.2 years. Those scoring "Below Average" had an average tenure of 3.2 years. **Employees with "Above Average" scores were employed for one additional year (31% longer) than those receiving "Below Average" score.**

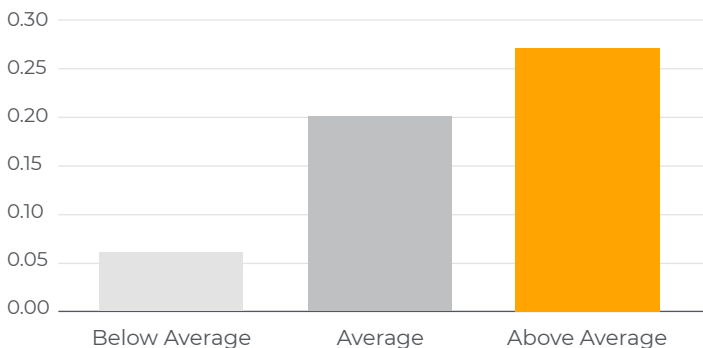
Tenure by WAA Score



Employee Movement

We compared WAA scores with "movement descriptors" such as promotion, resignation, dismissal etc. Those scoring "Above Average" on the WAA had an average of 1.0 positive movements (promotion or career progression), while those scoring "Below Average" achieved 0.2 positive movements. **Employees with "Above Average" WAA scores were 5 times more likely to receive a promotion than those with "Below Average" scores.**

Average Career Progression by WAA Score



Assessment

Workplace Alignment Assessment (WAA)

This assessment asks candidates to describe their ideal workplace using a standardized set of 20 work factors and compares these preferences to an organizational profile that describes what the organization offers its employees.

By selecting candidates whose work preferences are aligned with what the organization provides, you'll build a more satisfied, engaged, and committed workforce.