

Devine Inventory Coach™

Improve the ability of managers to provide effective feedback to subordinates

Devine Inventory Coach

The Devine Inventory Coach report helps ensure that managers are able to guide employees hired for specific roles to continually improve and grow within those roles. This is accomplished by comparing their behavioral tendencies and competencies with those of your organization's top performers, and working with them to develop and improve.

Imagine the following scenario:

One of your employees, a customer service representative, is friendly, thorough and dependable. However, his weaknesses include staying on calls for too long and showing more emotion than is necessary over the phone. With the right coaching, he has the potential to be one of your most productive performers, and as his manager, you want to make sure you are properly coaching him to obtain optimum productivity. Devine Inventory Coach will ensure that you know how best to approach and counsel him during this development process.

Devine Inventory Coach highlights and explains an employee's strengths and weaknesses—from a manager's perspective. The report includes synopses of how to help an employee improve in each area—from assertiveness to vitality. The role of the "coach" is also clearly defined as it relates to each situation. In short, Devine Inventory Coach empowers managers to approach the growth of every employee in a unique manner.

This in-depth report uses the web-based Devine Inventory behavioral assessment to determine which areas of an individual's development should have greater focus in order to improve their performance in a specific position.



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The Devine Inventory™

The Devine Inventory is a secure, online Ipsative-based solution that gives employees the ability to take assessments at any time, from any location with Internet access. It analyzes 33 key behavioral tendencies of current employees so that company leaders can assess the following traits of their workforce:

- Work ethic
- Behaviors
- Attitudes
- Commitment

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How Devine Inventory Coach works

The Devine Inventory Coach report provides narratives that compare an employee's behaviors with the previously-defined optimal behaviors for their particular position. The data is then put into a graph outlining the employee's strengths, satisfactory skills and opportunities for improvement.

The Devine Inventory Coach report also rates the level of importance of each improvement area (based on the behaviors of top performers in that specific job) and suggests the most appropriate techniques for coaching an individual to success.

An "Employee Growth and Development Plan" can be completed based on the assessment results of Devine Inventory Coach. This plan clearly states why an employee is appreciated and where improvements can be made. The plan can be referenced periodically to gain perspective and evaluate changes within an employee. This tool will help managers monitor growth and development progress within your company.



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