

WENTWORTH *TalentMetric* WORKFORCE PLANNING AND MANAGEMENT

	App Dev Mgr	Comm Sys Mgr 1	Comm Sys Mgr 2	Comp Hard Spec	DBA	Tech Suppt Mgr	Tech Suppt Spec 1	Tech Suppt Spec 2	Infra Mgr	Net Admin Tech	Net Admin Tech	Prog Analyst 1	Prog Analyst 2	Prog Analyst 3	Telecom Eng	Web Mgr
Cultural/ Organi- zational Criteria	3	4	3	3	3	4	3	3	3	4	3	3	4	4	3	4
	3	3	3	3	3	3	3	3	3	3	3	3	3	4	3	3
	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
	3	3	3	3	3	3	2	3	3	3	3	2	3	3	3	3
	3	3	3	3	2	3	2	3	3	3	3	2	3	3	2	2
	3	3	3	3		3	2	2	2	3	3	2	2	2		
	3	3	2	3		2			2	3	3					
	3	2	2	3		2			2	3	3					
	3	2	2	3					2	3	3					
			1					1	3	2						
								1	2	2						
									2	2						
Cultural/ Organi- zational Average	3.0	2.9	2.7	2.8	2.8	2.9	2.6	2.9	2.3	2.9	2.8	2.6	3.0	3.1	2.8	3.0
OVERALL AVE- ERAGE	2.3	2.8	2.9	2.8	2.7	3.0	2.1	2.9	2.5	3.1	2.7	2.6	2.4	2.8	2.8	2.7

1 - 2.4	=less than Goal-0.5	2.5 - 3.5	between Goal-0.5 and Goal+0.5	3.6+	more than Goal+0.5
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This *TalentMetric* Employee Talent Map tells you

- 4 individuals need a close look (the red boxes in the Overall Average)
- Average scores being higher in Organizational/Cultural fit (page 2) than in Job Related skills (page 1) tells us that
 - the department is highly relationship oriented.,
 - The management has not achieved adequate work objective accountability, and
 - employees have been hired and retained more because the fit into the group than because they do a good job.