

## Job Demands Assessment

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Position Title: \_\_\_\_\_

For each pair of statements, circle the letter that best represents the reality of your direct report's job.

1. What the company most needs from this position right now are breakthrough ideas. Our company has plenty of breakthrough ideas; what this position needs to focus on is execution.	B A
2. People who excel in this particular job are those who consistently hit their targets. In this area of the company, we won't hit our targets unless we make radical changes.	A B
3. Someone as innovative as Apple's Steve Jobs would probably get fired in a position like this one if he/she didn't execute. Someone as innovative as Apple's Steve Jobs would probably get promoted from this job.	A B
4. The most creative direct report would be a strong candidate for this job. The most creative direct report might be a better fit in a more free-wheeling area of the company.	B A
5. The deliverables that matter most in this position require planning, organizing, and follow-through. The key deliverables of this position require thinking outside the box.	A B
6. Drive for results is what's missing in this group. Off-the-wall ideas are entirely too scarce in this group.	A B
7. I expect a person in this position to constantly ask, "Why do we do it this way?" I expect a person in this position to constantly ask, "Why didn't we follow the process?"	B A
8. The current job of this position is mostly about execution. The current job of this position is mostly about creativity.	A B
9. What people in this department most need from this position is discipline. What people in this department most need from this position is creativity.	A B
10. To truly stand out in this job, a person would need to generate predictable, consistent results. To truly stand out in this job, a person would need to generate new business concepts.	A B

### Scoring

Add up the number of times you chose the "B" option above and circle the corresponding number on the scale below.

Pure Delivery

Balanced

Pure Discovery

1	2	3	4	5	6	7	8	9	10
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