

Matching Tasks with Talent A Snapshot!

A. Overview.

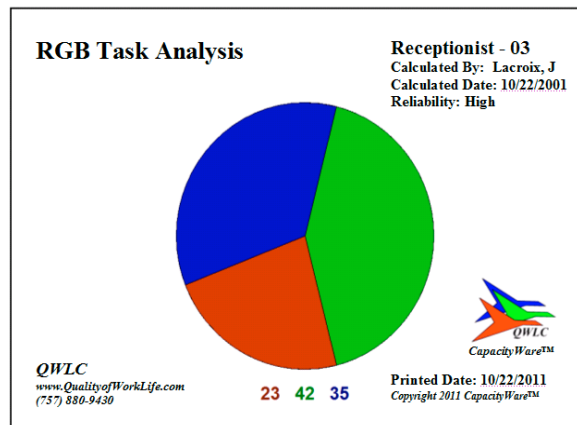
Having an understanding of basic RGB Technology will help with understanding Matching Tasks with Talent. Remember that RGB identified requisite talent is a pre-determined adjunct to skills, knowledge, and abilities that have been acquired through study or experience. The difference between these two categories is that RGB talent is a natural thinking pattern that results in observable behavior. It can be adjusted slightly but not necessarily dramatically. RGB patterns are just part of us from birth.

It naturally follows that people will gravitate toward doing things they enjoy doing and tend to avoid doing tasks that outside their comfort zone. RGB endeavors to take advantage of these obvious phenomena by measuring both the talent part of the equation through the RGB predisposition inventory, and the tasks to be performed through a separate inventory. By comparing the results of these two calculations a compatibility score is reached. It is doubtful that any comparison will always result in 100% compatibility. The closer one can achieve 100%, however, is a good indication that the work will be done well (skills, knowledge, and abilities aside) and result in greater satisfaction and less stress.

B. The RGB Task Analysis Composite.

Using an inventory form, an examiner judges each task holistically to determine an RGB score. No task is 100% any color any more than an individual predisposition is 100% any color. Having said that, a quick assessment might classify a task as 50% one color and distribute the remaining 50% to each of the remaining colors at 25% each. Time permitting and alternative perspectives participating, a fine-tuning will result.

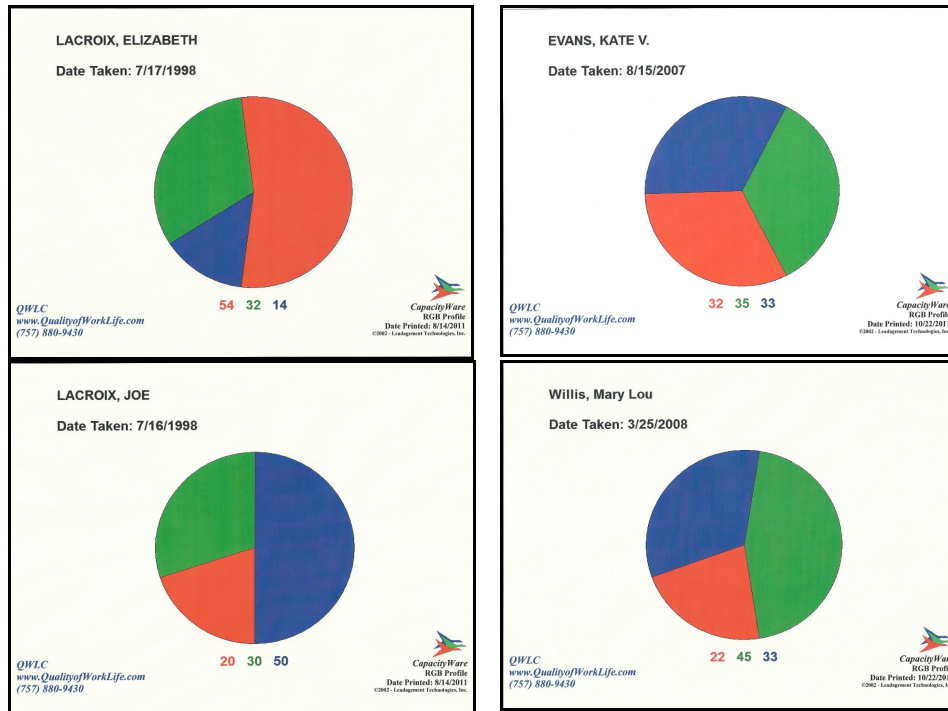
The following pie chart might be helpful when looking for a person to complete the tasks required of this “job” as an example:



C. The Individual RGB Profile.

When looking for an individual that might be the best fit for the job of "Receptionist 03" as illustrated in the previous example, one might look for a profile that is Green dominant, followed by a Blue second, and a Red third. This is not necessarily an infallible system of matching people with the tasks they are expected to perform; rather it is an option that ought to be considered.

Which of the following would, all else being equal, best have the requisite talent to do the job?



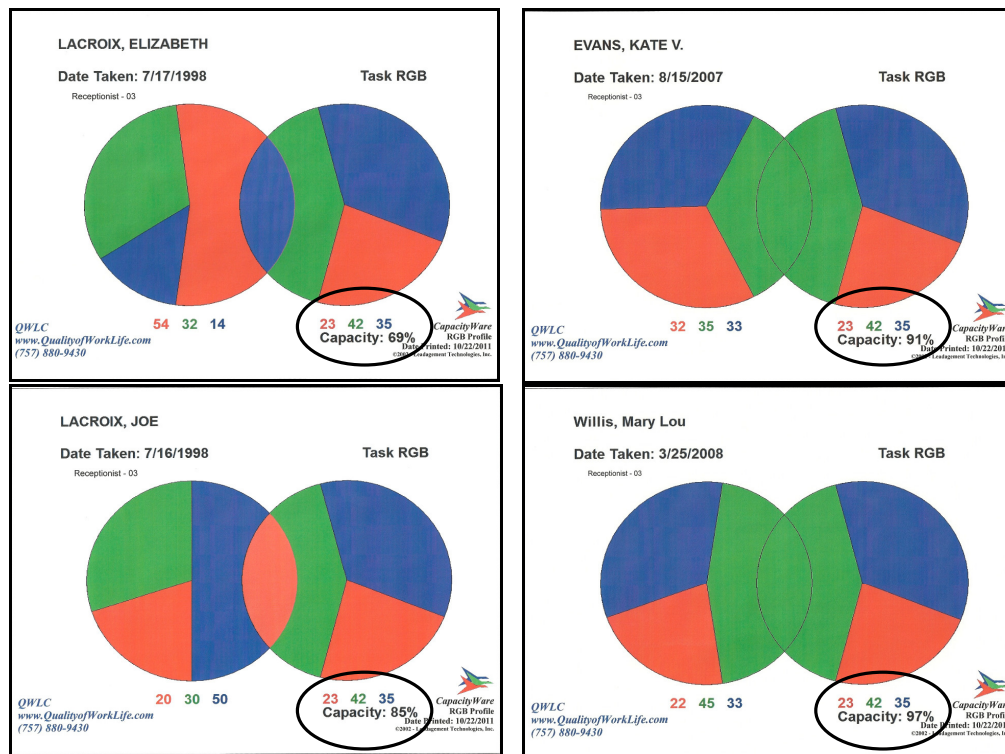
If you chose Mary Lou, you're right. Her RGB numbers are the closest to the RGB Task Analysis. She's probably the best choice, all other things being equal. Naturally, all other things are rarely equal, but this is an ideal tool to narrow the field.

In reality any of these candidates could fill the job temporarily. But over time the job would likely cause stress, or a focus on certain parts of the task list rather than all of it.

There is a better way to narrow the field. In the next section each candidate for the position is compared with the Task Analysis directly.

C. Comparison MTT.

So, of the remaining profile choices, the next best thing might be to look at one final set of comparison graphics. These illustrations provide a visual as well as an accurate measurement of the most likely compatibility between the measured task requirements and the measured talents available. The compatibility is also a measure of capacity - the ability to find and fix problems that prevent optimum delivery of products and services to customers. As you consider those "all other things" and find one choice better than another, here's a tool to help determine the "best" choice among alternatives. Suppose the Receptionist job is a job sharing position and the alternate tasks need to be considered as well.



In all probability, both Kate and Mary Lou would be excellent candidates for the Receptionist - 03 position. If job sharing (or other factors), are considered one person might be better than another. Two candidates seem to be in contention, while the other two are not likely to be as successful and could be eliminated based on RGB criteria alone. The compatibility/capacity disparity between the top two candidates is small - only 6%. However, if the 6% were applied to compensation, it might tip the scale in favor of Mary Lou. In reality she is one of the most successful receptionists (she performs many other duties as adjunct tasks) in her organization.