

## Matching Tasks with Talent Guidance for Users

**A. Overview.** The MTT-RGB routine helps people identify the compatibility between their natural predisposition and the tasks they are assigned. A high compatibility score shows a positive match between individual RGB talent and job tasks. If the compatibility score is low, it may be an indication that some shifting of tasks will be appropriate. It might also mean that consideration might be given to changing the nature of how the tasks are completed so that improved compatibility will result. In some cases, nothing can be done, but in many other cases, shifts can be made that will improve organizational performance.

**B. Caution.** Your MTT-RGB Worksheet was completed as a “self scoring” analysis. This approach is normally the first option because it is fast and produces reasonably reliable results – but it has drawbacks. The reliability in a self scoring analysis is lower than if scored by someone trained for this task. If the compatibility score is low, the first recommended action is a review of the Worksheet to determine if it was completed correctly and accurately. A follow-on approach would normally be to have a coworker assist with an independent analysis. Finally, and only if it is critically important, would be to have someone trained in this technology complete the analysis. Also, consider the overall importance of the job in achieving organization goals. Extensive exploration may not be worth the return on the investment needed to achieve improved results.

**C. Ideal Compatibility Scores.** The nature of “ideal” may vary from organization to organization. The following chart is a suggestion only.

**1. 90 to 100% - Ideal.** Congratulations! Those in an ideal compatibility match ought to be among the most productive workers and among those who enjoy their work the most. This means that they have adapted to the requirements of their job either so that they are able to engage the best of their talent, or an excellent job was done when they were hired and placed in their work. In either case, little needs to be done to intentionally make adjustments for improvement.

**2. 80 to 89% - Satisfactory.** Most scores tend to fall into the “Satisfactory” range. Some thought might be given to making minor adjustments in the compatibility between tasks and talent. Typically, how tasks are completed is likely to yield excellent results.

**3. 70 to 79% - Needs Some Improvement.** It is highly likely that when compatibility scores fall into this category, some work will be avoided because it doesn’t fit within the scope of available talent. A supervisor may have to be involved to determine if work group tasks can be shifted to improve overall compatibility. If this cannot be achieved, consideration can be given to adding more work of greater interest to the individual to achieve a better balance. On

the surface, this may seem incompatible with the workload that already exists. The outcome is to achieve an overall balance between tasks and predisposed talent.

**4. 50 to 69% - Needs Adjustment.** There may be evidence of frustration among those within this low range of compatibility between tasks and talent. The strategies that will improve this condition cannot be undertaken without investments in change – be willing to set aside the time needed for a thorough dialog. The remedy is likely to be a combination of four strategies. When possible . . .

- a. look for potential shifts of tasks between members of the same work group to balance an improved overall compatibility.
- b. be creative about how the tasks are completed so that the “means” of achieving success can be shifted to an improved RGB-MTT balance.
- c. look for tasks that can be added to the individual’s workload that will improve compatibility without overextending their ability to perform successfully.
- d. consider adjunct assignments for the individual that will achieve an improved organizational balance. Consider also job sharing or job rotation options that will improve performance.

**5. 0 to 49% - Needs Complete Review.** The number of people who score in this range are few, but it is not uncommon to have some in every organization. This does not mean that doing something about these scores should be avoided altogether. If compatibility is truly less than 50%, all of the above ought to be on the menu as well as a complete job change that will improve both individual and organizational performance. Be aware that this is not always the best course of action.

**D. The MTT-RGB Timeline.** Organizations use RGB and MTT-RGB as a technology to help improve capacity. This is accomplished threefold. First, by improving individual awareness of work style preference. Second, by improving the effectiveness of combinations of individual “chemistry” within and between team members. Finally, by improving the match between individuals and the tasks that must be completed by them to be successful. The timeline for change is continuous. When any troublesome mismatch surfaces, the use of RGB and MTT-RGB technology can be a natural first step to resolution. Yet thought can also be given to engaging the RGB and MTT-RGB as PART of the decision-making process as candidates are considered for employment, transfer between jobs, determining how people are recognized for a job well done, and other career decisions. This technology ought not to be the ONLY decision-making tool, but it can be one of the potential tools that can improve overall organization performance by developing cultural capacity.