



5th May 2011 | A: 16 Wexford Lane, BUNBURY WA 6230 | T: (08) 9792 4451 | F: (08) 9721 6208

Hi Friend!

Personalities - Yes we have all got one!

Recently in **The Brew Review**, sent out by **Wexford Recruitment Solutions**, there was discussion around the retention of valued workers in light of the skill shortages and the hastening drain of employees to some of the industrial and mining sectors which are currently driving our economy here in Western Australia. Working on keeping happy, healthy employees is a key Human Resources strategy that Workwise hopes to promote to all Employers.

In line with our '**Best Practice Model**' we recommend that all Workwise clients build on existing business systems and processes to incorporate those aspects of Human Resource Management which are the cornerstones of good workplace relations, including:

[Clear and concise written guidelines \(review and revise Job Descriptions and Employment Contracts\); policies and systems or processes for all employees to follow.](#)

[Thorough induction processes and templates.](#)

[Avenues for regular constructive feedback to and from employees.](#)

[Open and effective communication.](#)

[Effective management of underperforming employees.](#)

[Training and career / professional development.](#)

[Attention to building a strong team and appropriate culture.](#)

This last point - attention to building a strong team - is something that a good percentage of employers are trying to do all the time. Sometimes, however we all need help, which is clearly evident from the number of calls for assistance that Workwise receives, when relationships at work go pear-shaped. Making up a good team is generally not an easy task and takes time and effort which is even more reason to retain your team members. Teams are made up of individuals with their own personalities, foibles, and idiosyncrasies so it is no wonder great teams or high achieving teams have to put in a lot of effort into "being great". With this in mind, Workwise has teamed up with local Coach and Change Facilitator Deanna Heal and we are offering one free seat at Deanna's next

"You've Got Personality : Understanding Yourself and Others"

full day session, being held on the 11th May 2011 (next Wednesday).

If you have ever wanted to find out some insights into your own personality type, (SOME of us have already been through the process and have found it enlightening!) then this is your opportunity. Stop guessing, find out what **Motivates** you and what **Stresses** you - maybe you will be able to better understand why some people's way of doing things makes you see red and what you can do to deal with those occasions in a more constructive way. Save yourself the drama of an 'Unfair Dismissal' by better understanding what motivates and drives your employees.

Self Awareness around personality type helps to:

- Predict how an individual will interact in a given situation
- Locate sources of interpersonal conflict

- Improve communication with others and reduce conflict
- Understand core needs, values and motivators

Seats at Deanna's truly enlightening one-day session will be very limited so if you want to get in quickly and book a spot without relying on our 'lucky draw', then contact Deanna at Chrysalis.

deanna@chrysalistransformations.com.au

Alternatively, contact one of our team at Workwise and we will email you the information flier. We're looking forward to it and one of our team will accompany one 'lucky client' on Wednesday May 11th 2011. We promise that everything said, done and discovered on the day will remain between you and us.....

Nod, nod, wink-wink!!!!



Best Regards,
The Workwise Team

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Don't hesitate to hit the reply button to any of the messages you receive.



Have A Topic Idea?

I'd love to hear it! Just reply any time and let me know what topics you'd like to know more about.



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