



Shadowmatch®



Snippets

“We first make our habits, and then our habits make us.” John Dryden

“Habit, if not resisted, soon becomes necessity.” St. Augustine

Remember to ALWAYS do the 2-point reliability and validity check of your Shadowmatch benchmarks. For more information regarding these checks, contact Michelle on (012) 665 1902.

Buy the May edition of the Entrepreneur magazine and read the Shadowmatch article on page 50



Team Conflict Identified and Fixed

From time to time the Shadowmatch team is requested to help with all kinds of team related challenges in the workplace. Our approach is to get all the Shadowmatch results and then, with the assistance of the client, identify the top performers. Top performers are those who are the hardest workers, most productive, deliver the best quality of work with a positive spirit in the workplace. We then compare the rest of the team to the consolidated profile of the top performers to see if there are any serious mismatches. If this doesn't provide us with an answer, we match the team individually to that of the manager. If that doesn't provide an answer, we match the manager with the consolidated profile of the team. If that also doesn't give us a conclusive answer to the challenge, we have a problem. This is exactly what happened a few weeks ago. A group of teachers working together at a primary school developed serious conflict in the team. The problem became so obvious that some of the parents helping out with certain school activities, became aware of it.



Shadowmatch PDP: *Leadership* is the ability to lead a group of people to a successful outcome. A true leader is a person who transforms the current reality into a better one for all. It is someone who drives change and moves people out of their comfort zones. A successful leader facilitates energy and connects people.