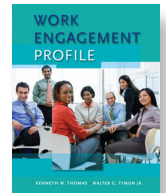




## WORK ENGAGEMENT PROFILE

### 10 Ways to Use the *Work Engagement Profile* and the Myers-Briggs® Assessment Together



The *Work Engagement Profile* is uniquely focused on measuring four intrinsic rewards—psychological rewards that fuel employee engagement by creating a positive emotional charge—and providing insights that can directly affect your organization’s bottom line by addressing work engagement at the core level: the employee. The four intrinsic rewards that keep employees engaged at work are *meaningfulness, choice, competence, and progress*—and an insufficient level of any one of these rewards can be problematic for employee morale, satisfaction, and engagement.

This versatile diagnostic tool can be used in combination with organizational development tools—in particular, the *Myers-Briggs Type Indicator*® (MBTI®) personality assessment. Accompanying each intrinsic reward listed below are recommendations for how the MBTI assessment can be used to raise the level of that reward for employees.

#### MEANINGFULNESS

1. **Discover the Passion.** The MBTI assessment can be used to establish career goals or redesign job activities to increase engagement and satisfaction. Suggested products: MBTI® Career Report, *MBTI® Career Report User’s Guide*, and *Introduction to Type® and Careers*.
2. **Find the Fit.** Knowledge of type preferences can increase retention by helping to ensure that employees find their work environment engaging and meaningful. Suggested product: *Type and Retention*.

#### CHOICE

3. **Empower Employees.** The MBTI assessment can be used to upgrade decision-making skills and increase supervisor confidence in employee decisions. Suggested product: *Introduction to Type® and Decision Making*.
4. **Increase Employee Involvement.** The MBTI assessment can be used to get employees involved and maximize team member contributions and effectiveness. Suggested products: MBTI® Team Report and *Introduction to Type® and Teams*.

## COMPETENCE

- 5. Increase Training Effectiveness.** The MBTI assessment can be used to accelerate training effectiveness and create engaging and informative sessions. Suggested products: MBTI®Complete and *Type and Training*.
- 6. Become a More Effective Coach.** The MBTI assessment can provide insight and action steps for coaches that will help improve employee performance at work. Suggested products: *Introduction to Personality Differences*, *Introduction to Type® and Coaching*, and *Type in Organizations*.

## PROGRESS

- 7. Establish a Career Development Plan.** The MBTI assessment can help employees become self-managing and further their own development by building awareness of their strengths and weaknesses. Suggested product: *Type and Career Development*.
- 8. Build Collaborative Relationships.** The MBTI assessment can facilitate two-way communication, help employees work together, and enrich relationships among employees. Suggested products: *Type and Communication*, MBTI®Work Styles Report, and *Introduction to Type® and Emotional Intelligence*.

In addition to enhancing intrinsic rewards, the MBTI assessment can complement the *Work Engagement Profile* in the following ways:

- 9. Help Employees Deal with Stress.** At times when these intrinsic rewards are found lacking, the MBTI assessment can be used to help employees deal with job dissatisfaction and stress. Suggested product: *In the Grip*.
- 10. Monitor Success.** MBTI products and services can be used to determine the impact of training initiatives on employee engagement. Suggested product: *Measuring the Results of MBTI® Type and Training*.

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For more than 50 years, consultants, coaches, educators, and business professionals have made CPP's world-renowned assessments an integral part of their workforce development solutions—using them to build strong teams, coach leaders, reduce workplace conflict, and select and nurture a company's brightest talents. Global 1000 leaders have seen additional return on their training investment by making CPP their one-stop provider for the industry's leading assessment tools and end-to-end professional services. From start to finish, CPP delivers the most comprehensive set of training and organizational development solutions available anywhere.

To learn more about the *Work Engagement Profile*, visit [www.cpp.com/WEP](http://www.cpp.com/WEP) or call us at 800.624.1765.

For more information or to schedule a training workshop, visit [www.cpp.com/contactps](http://www.cpp.com/contactps).

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Toll free: 800.624.1765  
Tel: 650.691.8901  
E-mail: [proservices@cpp.com](mailto:proservices@cpp.com)



CPP, Inc.  
1055 Joaquin Road, 2nd Floor  
Mountain View, CA 94043

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