

POSITION PROFILE

A position profile identifies exactly what you want the employee to achieve, and what type of person would be perfect for the company and the role.

“The indispensable first step to getting the things you want out of life, is this: decide what you want.”

Ben Stein

(1) Ben Stein is an American attorney, political figure, and entertainment personality who in his early career served as speechwriter for U.S. presidents Richard Nixon and Gerald Ford. Later he entered the entertainment field and became an Emmy Award-winning actor, comedian, and game show host. He is famous for his monotonous yet humorous voice in acting.

KEY UNDERSTANDINGS

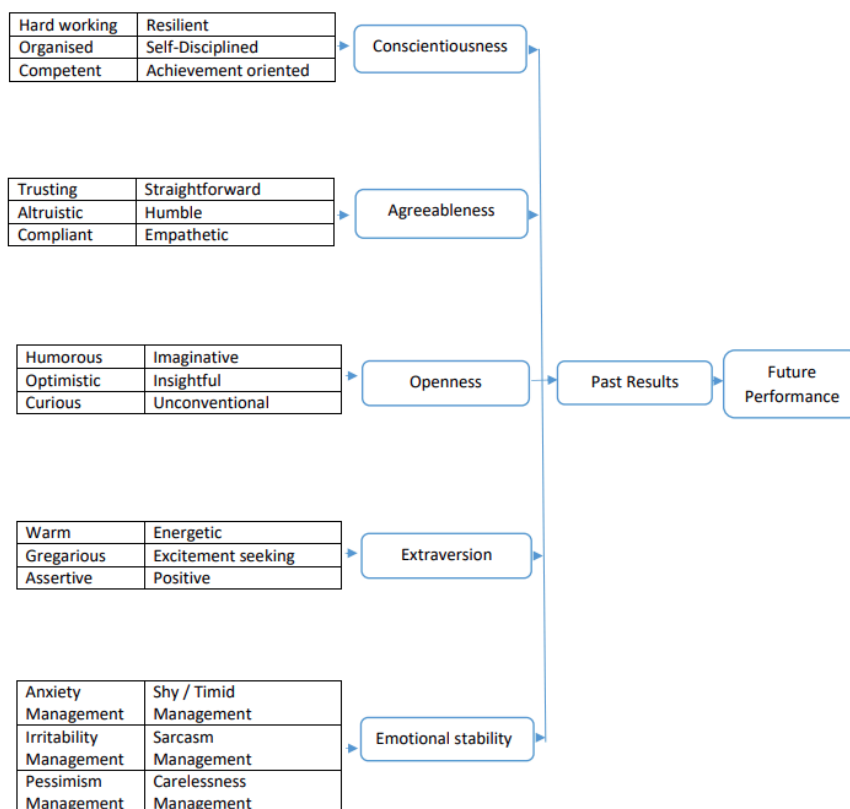
People are deceptive, both in the impression management and self-delusional sense. Some are self-aware: they know their strengths, limitations, even what really motivates them; they may even be able to report, their condition. Many others are not.” (1)

Interviews are therefore presented as a minefield of dishonesty: a game of intellectual charades, where both Parties are essentially out to “trick” and “out manoeuvre” one another”. (2)

“There is an Epidemic of Dishonest Employees, it is a corporate cancer”. (3)

- 37% of resumes are falsified.
- 25% of employees make up their work history.
- 85% of University students have admitted to cheating to obtain a degree.
- 33% of higher education qualifications especially PhD’s are false.
- Interviews are only 14% effective. (3)

“One of the greatest potential routes for understanding and improving the prediction of work performance, is in the link between individuals’ life history and their performance at work”. (4)



“Consider the past and you shall know the future”. Chinese proverb.

- (1) Tomas Chamorro-Premuzic and Adrian Furnham, (2010) The Psychology of Personnel Selection. Cambridge University Press, USA p3
 (2) Tomas Chamorro-Premuzic and Adrian Furnham, (2010) The Psychology of Personnel Selection. Cambridge University Press, USA p30
 (3) Hughes, T. and Jowitt, M. (1996) ‘Managing people – recruitment, selection and induction’, McGraw Hill Australia p 88
 (4) Tomas Chamorro-Premuzic and Adrian Furnham, (2010) The Psychology of Personnel Selection. Cambridge University Press, USA p62

Position Profile	
Business Premises:	
Daily start and finish:	
Position reports to:	
Salary Package	
Base Salary	
Superannuation	
Commissions / Bonus	
Car	
Travel Allowances	
Lap-Top	
Phone	
The Goals	
Goal One	
Goal Two	
Goal Three	
Goal Four	
The Procedures	
Goal One	
Goal Two	
Goal Three	
Goal Four	
Goal Five	
Specialised Knowledge	
Goal One	
Goal Two	
Goal Three	
Goal Four	

Goal Five	
Industry	
Goal One	
Goal Two	
Goal Three	
Goal Four	
Goal Five	
Culture	
Goal One	
Goal Two	
Goal Three	
Goal Four	
Goal Five	
Continuity	
Goal One	
Goal Two	
Goal Three	
Goal Four	
Goal Five	
Professional Standards	
Goal One	
Goal Two	
Goal Three	
Goal Four	
Goal Five	
Competencies	
Goal One	

Goal Two

Goal Three

Goal Four

Goal Five

Mandatory Qualifications and licences



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