

Welcome to the Exploring Work Expectations Seminar



UNDERSTANDING. INSIGHT. RESULTS.



Seminar Goals



- ■ ■ Give you the information and guidance you need to take the profile
- ■ ■ Help you accurately interpret your results
- ■ ■ Help you communicate, realize, and adjust your work expectations

Learning Objectives



- ■ ■ Explore key work expectations.
- ■ ■ Discover which expectations are most important to you.
- ■ ■ Learn how to communicate your expectations to others.
- ■ ■ Learn how to initiate steps to meet your expectations.



Learning Objectives

■ ■ ■ Learn how to adjust your expectations.

■ ■ ■ Learn how to improve your outlook and enhance your attitude toward work.

■ ■ ■ Take the first steps toward increased job satisfaction and improved performance.



Scoring Excerpt



Total from upper portion of instrument → **4** **23** **15** **24** **11**

22	My supervisor(s) will praise my work.			5		
23	My workspace will be physically comfortable.	↓		+		3
24	My special skills and/or expertise will be acknowledged.	+		4	+	
25	I will decide how to do my job.				4	
26	My job responsibilities will be clearly defined.	2			+	+
27	I will participate in establishing training goals and objectives for myself.	+			3	
28	I will know what is expected of me at work.	1				
29	I will enjoy the physical and social atmosphere of my workplace.	+				2
30	My organization's policies and procedures will be clearly explained.	2				
Total Points of Each Column						
		9	23	24	31	16
		A	B	C	D	E

Focus, Reflect, Act



■ ■ ■ Focus Identify high expectation.

Focus, Reflect, Act



Focus Identify high expectation.

- ■ ■ Reflect
- Met or unmet expectation?
 - Spoken or unspoken expectation?

Expectations Workspace



Met

Unmet

Spoken

Workspace A



- My expectations are being met. I've told others about my expectations.

Workspace B



- My expectations are being met. I haven't told anyone.

Workspace C



- My expectations are unmet. I've tried to communicate my expectations, but they are still unmet.

Workspace D



- My expectations are unmet. I haven't told the people who can help.

Unspoken

Focus, Reflect, Act



Focus Identify high expectation.

Reflect ■ Met or unmet expectation?
 ■ Spoken or unspoken expectation?

■ ■ ■ Act ■ Communicate
 ■ Initiate
 ■ Adjust

Work Expectations



■ ■ ■ Expression

Needs

- Opportunities to be creative
- Freedom to express ideas, opinions, and feelings
- Connection between work and personal beliefs

Goals

- Workplace that supports new ideas
- Work that reflects personal identity
- Authenticity



Thank You for attending the Exploring Work Expectations Seminar



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