

# Fit for High Performance

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## Meet Your Presenters



**John Casey**

- Ten Years in Marketing and Sales
- Ten Years in Finance and Accounting (CFO)
- Twenty Years in Recruiting – Thirteen as Founder and CEO of John Casey & Assoc.
- Purple Squirrel Hunters
- Servant Leadership and Employee Engagement Advocate
- Helping People Get Hired for Fit



**Sherry Buffington**

- Thirty Plus years as Motivational and Performance Psychologist
- Twenty-six years in business as founder and CEO of Quantum Leap Systems, Inc. and Star Performance Systems
- Author, Speaker, Presenter, and Developer of Multiple Leadership, Sales, Customer Service, and Team Development Programs and Products
- Thirty Years Helping Leaders and Teams Optimize Performance, Productivity and Profit



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*Finding talent to match your culture.*



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The mass of men lead lives of quiet desperation, and go to the grave with the song still in them.

True in 1842

Still True Today

Henry David Thoreau



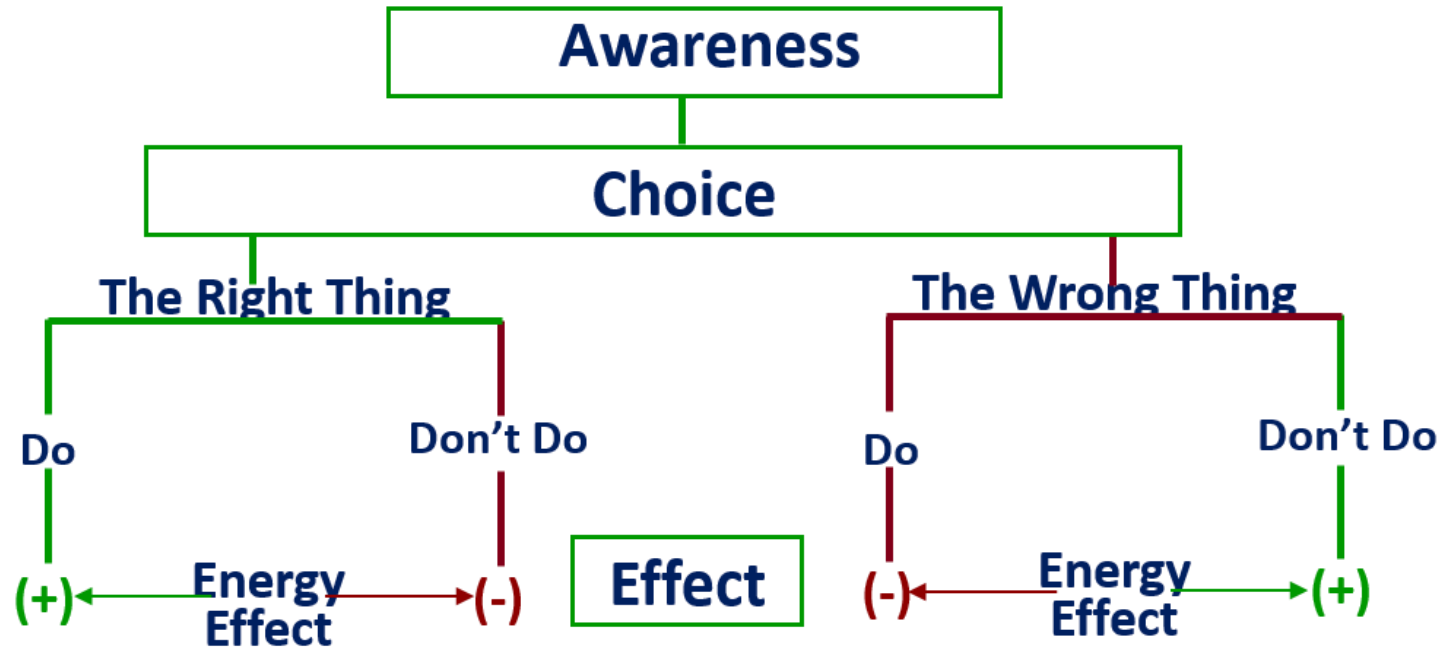
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Why?



# Fit for High Performance

## The ACE Effect Option/Opportunity



# You have a choice...

## Energizing Choices

### Goals:

- Servant leadership
- Helping others
- Serving
- Giving
- Self Awareness
- Self Actualization

### Energizing Leaders:

- Gandhi
- Martin Luther King
- Mother Theresa
- Jesus
- Bishop Tutu
- Abraham Lincoln
- FDR

## Draining Choices

### Goals:

- Power
- Prestige
- Wealth
- Self-centered
- Selfish
- Command and Control

### Draining Leaders:

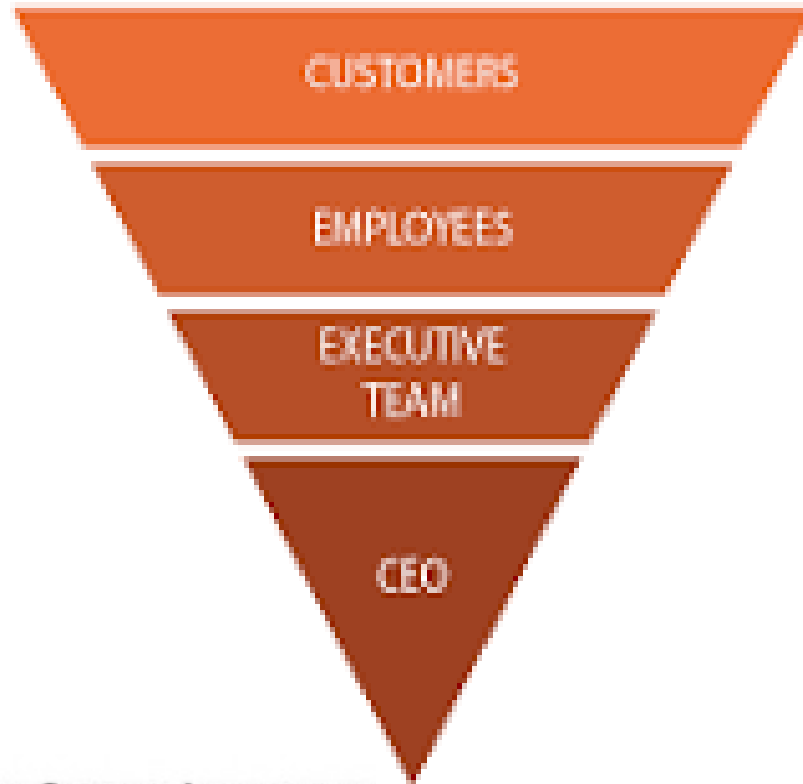
- Nero
- Napoleon
- Trump
- Biden
- Mussolini
- Hitler
- Mao

# Improving Workforce Productivity

- **Low level of Employee Engagement over last 20 years (Global and Local)**
- **Best Practices doubles Engagement and increases Productivity 21% (Gallup)**
- **One key is matching technical, leadership and management strengths**
- **Matching hiring managers with candidates**
- **Self awareness on both sides, managers and candidates**
- **Finding cost effective tools to do the matching**
- **Next Steps:**
  - **Testing concepts with candidate pools and leading companies in US and Overseas**
  - **Applying AI to CoreMap testing, training of CoreMap facilitators**
  - **Publishing results**
  - **Marketing solutions to Workers, Companies and Talent Acquisition Industry**

# Corporate Culture and Productivity

## THE INVERTED PYRAMID



### Inverting the Pyramid:

- Empowers Front Line Employees (FLEs)
- Increases Engagement
- Happy FLEs increase Client Retention
- Minimizes Micromanagement
- Increases Active Listening
- How can I help?
- More Innovation
- Support Organization
- What not How

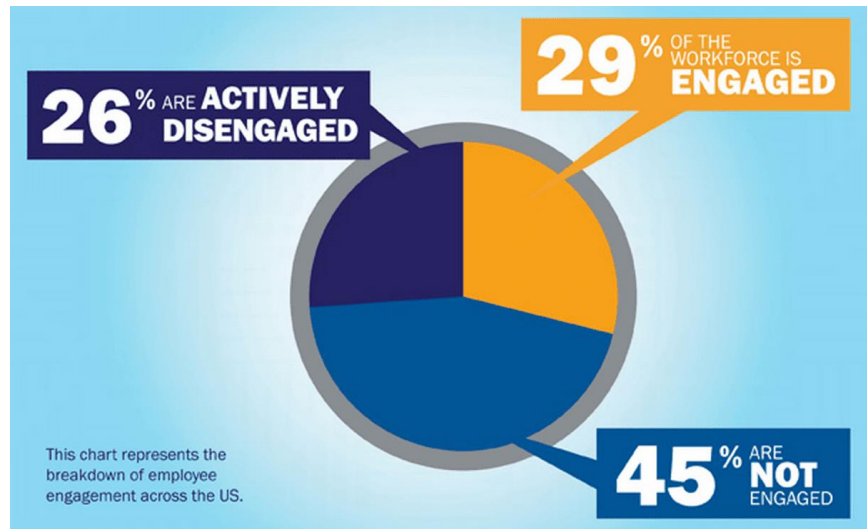


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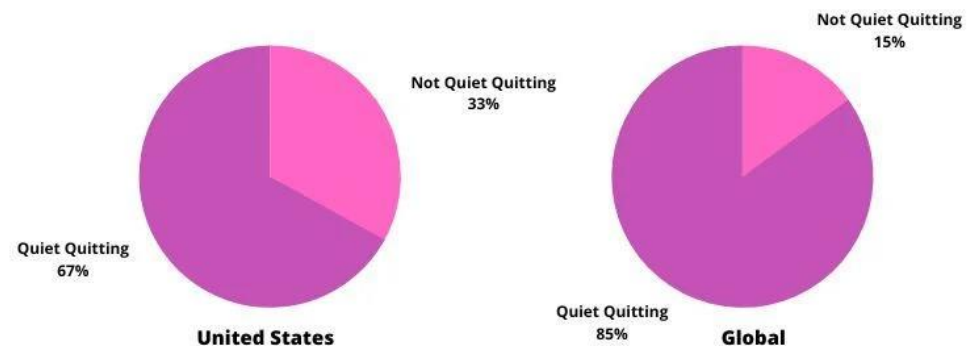
## Background on Leadership Fit

### Gallup Polling Over Last 25 Years:

- Up to 75% of American workers are not happy in their jobs or committed to their organization
- 85% of workers worldwide are not happy



### Quiet Quitting Global Estimates



#### How many people are quiet quitting?

A Gallup report states that worldwide only 15% of employees are actively engaged at work, with the US at 33%.

source: <https://teambuilding.com/blog/quiet-quitting-statistics>



# Fit for High Performance

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There are Three Areas of Fit Essential for High Performance on the Job

## 1. Job Fit



## 2. Culture Fit



## 3. Leader Fit



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## Job Fit

### Inherent Traits

Developed vs Undeveloped

### Acquired Skills

Beneficial vs Non-beneficial

### Attitude

Winner vs Victim

Possible Productivity Trap



Energizing



Draining

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## Culture Fit

### Speed

Fast-Paced vs Slow-Paced

### Accuracy

High Detail vs Low Detail

### Interaction

High Interaction vs Low interaction

### Level of Change/Risk



Structured Freedom



No Consequences  
No Mistakes  
Firefighter

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## Leader Fit



Collaborative  
(Delegates)

BRAND CAMP by Tom Fiskburne

<b>8 TYPES OF LEADER</b>	FOLLOW ME! OOH, WAIT, A SHINY NEW THING  <b>VISIONARY</b>	SORRY, OUR PLAN DOESNT SPECIFY BATHROOM BREAKS  <b>OPERATOR</b>
MAYBE WE SHOULD JUST TAKE A VOTE  <b>COMPROMISER</b>	WHEN I SAY JUMP, YOU SAY HOW HIGH  <b>DRILL SERGEANT</b>	YOU GUYS ROCK! WHO WANTS PIZZA?  <b>CHEER LEADER</b>
OUR STRATEGY IS WHOEVER I TALKED TO LAST  <b>PARROT</b>	BLAH BLAH BLAH BLAH BLAH BLAH BLAH BLAH  <b>WIND BAG</b>	PLAY HARBALL AND GIVE IT 110%  <b>COACH</b>



Micro-Management  
(Directs)



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## We are All Part of the Problem

- **Workers** more interested in money, titles, potential for promotions and job security... and remote/hybrid work opportunities
- **Employers** are focused almost solely on skills and experience... when they look at personality fit they only test candidates, not matching traits desired by the manager
- **Lower-level search firms** are often focused on “spray and pray” searches
- **High-end Retained firms** don’t test fit of the hiring managers but focus on skills and experience



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## Steps You Can Take Now

1. Know Yourself.
2. Self Assessments.
3. Review your past job history to see which management characteristics energized you and which ones drained your energy.
4. Learn the management style of your new boss to see if there is a fit.
5. Know the type of company culture in which you will thrive.

## Job Fit – Leader Fit – Culture Fit



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## 1. Why Know Yourself

“Know yourself is the sum of all philosophical commandments”

Socrates

“Knowing yourself is the beginning of all wisdom.”

Aristotle

The phrase “Know thyself” (Aristotle) is centuries old, but it’s still one of the essential meta-skills of the 21st century.

**Self-knowledge is life-changing. It’s the foundation for a better life.**

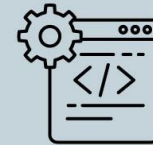
“Research suggests that when we see ourselves clearly, we are more confident and more creative. We make sounder decisions, build stronger relationships, and communicate more effectively, [writes](#) Tasha Eurich, an organizational psychologist and author of *Insight: How to succeed by Seeing Yourself Clearly*.

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## 2. Take as many self-assessments as you can to define your characteristics or traits (strengths and limitations):

- Where you strive and where you thrive
- Energizers and energy drainers
- Your core values and motivators
- CORE Multidimensional Awareness Profile (CORE MAP)
- Other assessments include MBTI; Clifton Strengths Finder; Birkman; Truity Aptitude Test; Psych Central EQ Test

### Factors to evaluate in a job fit assessment



Technical skills



Soft skills  
(Interpersonal, EQ)



Cognitive abilities



Motivations, working styles,  
and preferences



Values



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## 3. Past Job History (Discover Your Energizers and Drainers)

- Analyze most recent five supervisors with five strengths/energizers and five limitations/drainers each
- Incorporate strengths/energizers into your resume, your networking discussion, your LinkedIn page and communicate these traits to everyone who might be a referral
- Discuss in interviews
- Most Important Risk: Make sure the hiring authority's supervisor is aligned with your future supervisor's management style.

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## 4. Learn management style of your new boss to see if there is a fit

Good (Energizing) vs Bad (Draining)

Manager/Employee Match



Manager/Employee Mismatch



Click Factor  
Subconscious  
Needs and Fears

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## Top Ten Traits of Good Leaders (Energizing)



- Humble Leadership
- Experienced
- Communicates Well
- Knowledgeable/Wise
- Organized



- Good Time Manager
- Effective Delegator
- Confident
- Respectful
- 5-H Company Culture

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## Top Ten Traits of Bad Leaders (Draining)



- Narcissistic
- Limited Experience
- Poor Communicators
- Know-it-all
- Disorganized



- Lax Time Management
- Micro-Managers
- Insecure Bravado
- Fear as a “Motivator”
- Unhealthy Company Culture

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## 4. Learn management style of your new boss to see if there is a fit

### Ways to Learn:

- Former employees about the management style of the hiring authority
- Search firms who work for the company
- Service providers
- Current team members
- Your first and second level LinkedIn connections (Company name LinkedIn.com)
- Their professional LinkedIn page
- Corporate culture
- Ask questions in the interview process
- Trust your gut feelings (Click Factor)

# Fit for High Performance

## The Three Areas of Fit Essential for High Performance on the Job

### 1. Job Fit



### 2. Culture Fit



### 3. Leader Fit



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## Contact Us



**John Casey** has a passion for bringing talent and companies together to maximize shareholder value and employee engagement. He has a Harvard MBA in International Marketing and Finance and a BA from Georgetown University. His career includes six years as CEO and 13 years as CFO. Starting with Baxter Travenol and PepsiCo International, John learned marketing of branded industrial and consumer products. He became expert in sales, finance, manufacturing and distribution.

John served in the Peace Corps in Africa and worked in Egypt and Spain. His recent experience is in food processing, consulting and talent management.

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**Sherry Buffington** is a motivation and performance psychologist with a doctorate from Northcentral University. She is the developer of many top-rated personal and professional development products, including the CORE Multidimensional Awareness Profile (CORE MAP) and the CORE Personal Effectiveness Profile (CORE PEP) both psychometric assessments for deeply significant self-discovery and rapid personal development. She has been in business as a consultant, coach and trainer since 1992 helping leaders and their teams navigate change, step beyond limitations, and develop to their fullest potential for higher performance and increased profits.

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