

# The Worker Identification Profile Assessment

This WIP Assessment provides a brief and expedient “snapshot” of an employee’s *work attitude*, *work ethic*, and *work preparation*. The WIP Assessment is not a scientific tool but it can help you identify the tendencies that a worker may display while working with leaders and peers. The next step by the leader should be to engage the techniques provided by Pinnacle Development Group to bring out the very best performance from the employee.

Using a 1 – 5 scoring range, record what number you feel best represents their consistency in the executing the specific statement. Record the score in each box to the left of each statement.

1= Never    2=Rarely    3=Usually    4=Mostly    5=Always

- Employee demonstrates a positive attitude.
- Employee arrives at or before the expected time to start work.
- Employee is prepared for each day of work.
- Employee maintains a positive relationship with other workers.
- Employee follows through on commitments.
- Employee will ask questions when needed or when critical issues arise.
- Employee thinks about tasks before beginning.
- Employee respects those whom they work with and for.
- Employee is approachable and interacts when appropriate.
- Employee readily offers their ideas, expertise, or experience.
- Employee gives their employer a full day of work effort.
- Employee handles tools or equipment properly and safely.

\_\_\_ Employee assists other workers after they have completed their tasks.

\_\_\_ Employee corrects their mistakes or informs senior leaders if needed.

\_\_\_ Employee contributes to moving production forward to completion.

\_\_\_ Employee communicates positively with customers.

\_\_\_ Employee takes ownership for breaking tools or damaging equipment.

\_\_\_ Employee spends time cleaning up around their work area.

\_\_\_ Employee maintains organization of tools, equipment, vehicles, etc.

\_\_\_ Employee follows company rules and standard operating procedures.

## Scoring Range

80 – 100	Thoroughbred Worker
45 – 79	Fence-Sitter Worker
20 – 44	Carp Worker