



WELCOME TO OUR

Weekly HR Article

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Identify Promotion-Ready Talent by Assessing 10 Behavioral Traits



Internal promotions can have a ripple effect on employee morale, retention rates, and team spirit. However, it can be challenging to identify the candidates who are deserving of a promotion. In this presentation, we will explore ten job competencies and skills that can help you make the right decision.

1) Passion for work

When employees are passionate about their work, they tend to be more engaged and committed, which leads to better productivity.

Passionate employees can be identified by:

- Their long-term commitment to a specific domain
- Their zeal to gain new knowledge or learn
- The tendency to form sustainable relationships



2) Creativity

Another job competency to look out for is creativity. Combined with the increasing pace of digitization over the past few years, job roles today require perspective beyond theoretical knowledge and training.

Consequently, there is a heightened demand for employees who are -

- Innovative - They strive to create unique and novel ideas, products, or solutions that stand out from the ordinary.
- Problem Solving - Creative individuals excel at identifying problems and developing innovative solutions to address them and also willing to explore unconventional solutions.
- Adaptability - Creative employees are adaptable and can adjust their approach when faced with challenges or changing circumstances.



3) Strong Work Ethic

Employees with a great work ethic are hard-working, dedicated, and determined to deliver the best results, even under challenging circumstances. They are an investment for the organization that could deliver consistent value over the long run.

A strong work ethic sets top performers apart from the rest. Exceptional employees exemplify this trait.

Observable Traits are -

- They work hard, stay dedicated, and never give up when trying to do their best on time.
- People with strong work ethics need less supervision, making it easier for managers to assign tasks.



4) Strong Communication Skills

Strong communication is a prized soft skill for employees. So, look out for employees that possess excellent communication skills!

- Facilitates clear interactions with clients, customers, managers, and colleagues.
- Minimizes misunderstandings and conflicts.
- Guarantees easy comprehension of ideas.
- Includes active listening as a vital element of effective communication.



5) Self-Motivation

Good employees who are self-motivated understand the importance of their work and aim to do it well. They are more likely to -

- take on extra tasks,
- stay engaged and
- work to improve themselves for the benefit of the organization.



6) Moral Integrity and Honesty

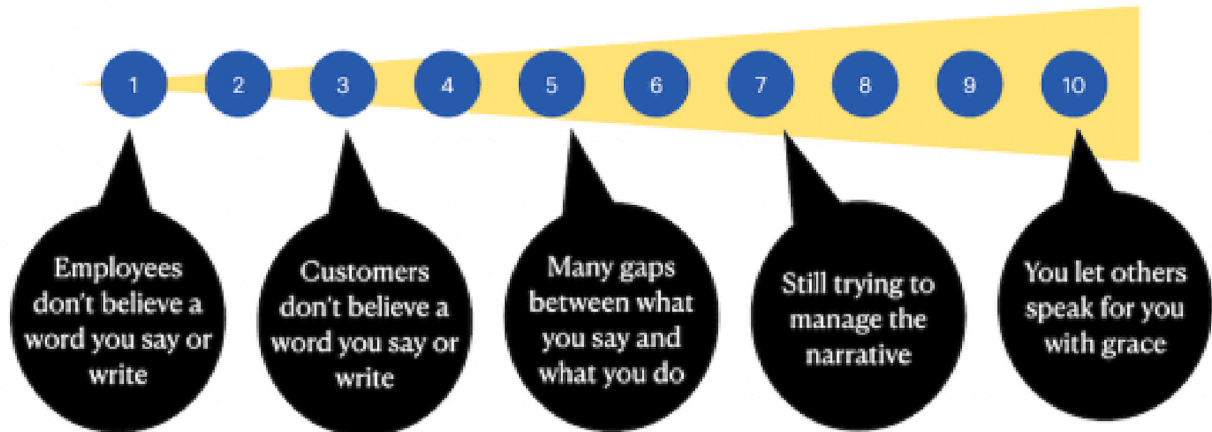
Work can sometimes put employees in ethical dilemmas. In those situations, organizations rely on honest employees to do what's best for the company.

Honest employees earn the trust of their bosses by taking responsibility for their actions. That's why it's a good quality to consider when choosing who to promote.

Employees who gain the trust of management, clients, and colleagues through their reliability and transparent decision-making are highly valued, particularly for roles of leadership and authority.



Trustworthiness Scale



Top 5 Behavioral traits of honesty and integrity include:

- Truthfulness: Consistently telling the truth and being straightforward in communication, promoting reliability and credibility.
- Trustworthiness: Keeping promises and commitments, demonstrating dependability and consistency in actions.
- Accountability: Taking responsibility for actions, admitting mistakes, and actively working to rectify them.
- Transparency: Being open and honest in communication, sharing information openly, and demonstrating a commitment to fairness.
- Consistency: Upholding ethical values and principles consistently over time, regardless of circumstances, thereby fostering trust and dependability.

7) Leadership Skills

Leadership is a pivotal quality for promotions encompassing -

- guiding and motivating a team to achieve goals,
- fostering their growth,
- boosting engagement,
- infusing new energy and enthusiasm, and
- promoting collaboration within the team.



8) Problem-Solving

When promoting an employee, management seeks individuals-

- who don't just follow orders but can also spot and solve problems before they get worse.
- they should be good at finding solutions for themselves and their team,

This trait is valuable for building relationships and making decisions.



9) Eagerness to learn

When organizations consider promoting an employee, they seek those who strive to improve themselves by learning and broadening their skills. These employees adapt well to changes, show dedication, and inspire others to grow.

The top 5 traits associated with eagerness to learn are:

1. Curiosity: A strong desire to explore and discover new knowledge and experiences.
2. Open-mindedness: Willingness to consider new ideas and perspectives without prejudice.
3. Proactiveness: Taking initiative to seek out learning opportunities and self-improvement.
4. Adaptability: Being open to change and readily adjusting to new information or circumstances.
5. Persistence: Continuously pursuing knowledge and skills, even in the face of challenges or setbacks.



10) Critical Thinking

Critical thinking is an act of examining facts and data to understand a topic or problem. It involves gathering information, asking questions, and finding solutions without letting emotions or assumptions cloud judgment. Critical thinkers make excellent employees and are ideal for promotions.



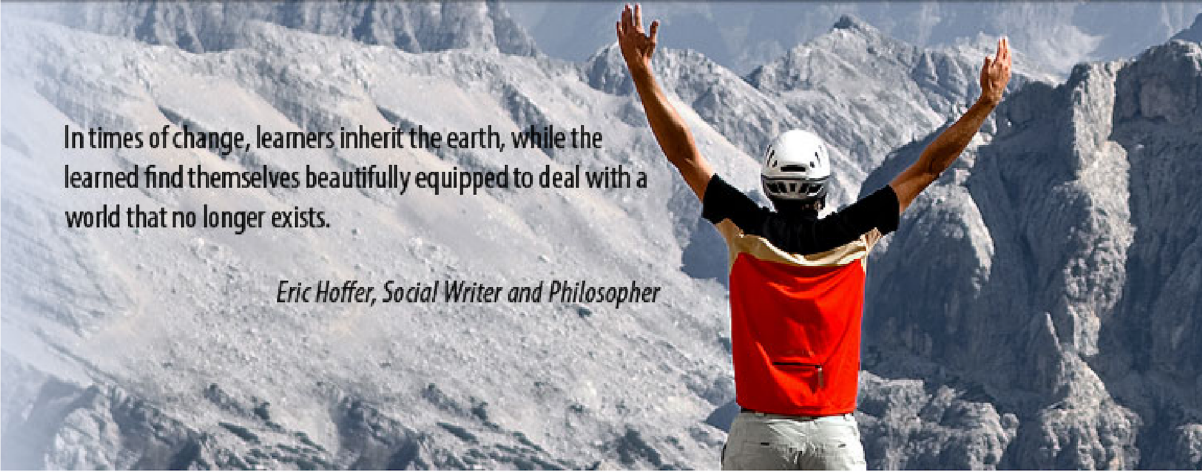
Here are the top 5 traits of critical thinkers -

1. Questioning: Asking lots of questions to understand things better.
2. Analytical Skills: Good at breaking down complex problems into smaller parts.
3. Objectivity: Staying fair and not letting emotions cloud judgment.
4. Problem-Solving: Finding smart solutions to issues.
5. Effective Communication: Explaining ideas clearly and simply.

Conclusion

Internal promotion is an excellent opportunity for businesses to save money and time, improve retention rates, and boost morale. However, the key is to identify the right candidate for promotion. It can be done through a job-based competency analysis. Assessing the above mentioned competencies can help an organization select the right candidate for promotion.





In times of change, learners inherit the earth, while the learned find themselves beautifully equipped to deal with a world that no longer exists.

Eric Hoffer, Social Writer and Philosopher

Meritt Learning Center

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Email: training@merittconsultants.com

Tel: 011-41814917; +91-7428466822