



Aston Business Assessments

People Dynamics and Development: Using Assessments to Help People Grow and Thrive at Work

Kuala Lumpur, 3rd April 2019

Prof Stephen A. Woods PhD CPsychol
Director: Aston Business Assessments, UK Ltd



OVERVIEW

To allow people to thrive at work, we must see their profiles as dynamic, and help them develop

People and work environments are **dynamic**

People develop in response to their work in order to better **fit** work demands

Development is needed to **thrive**: it affects people's motivation, engagement, action, and well-being

Self-awareness through **assessment** enables and supports development



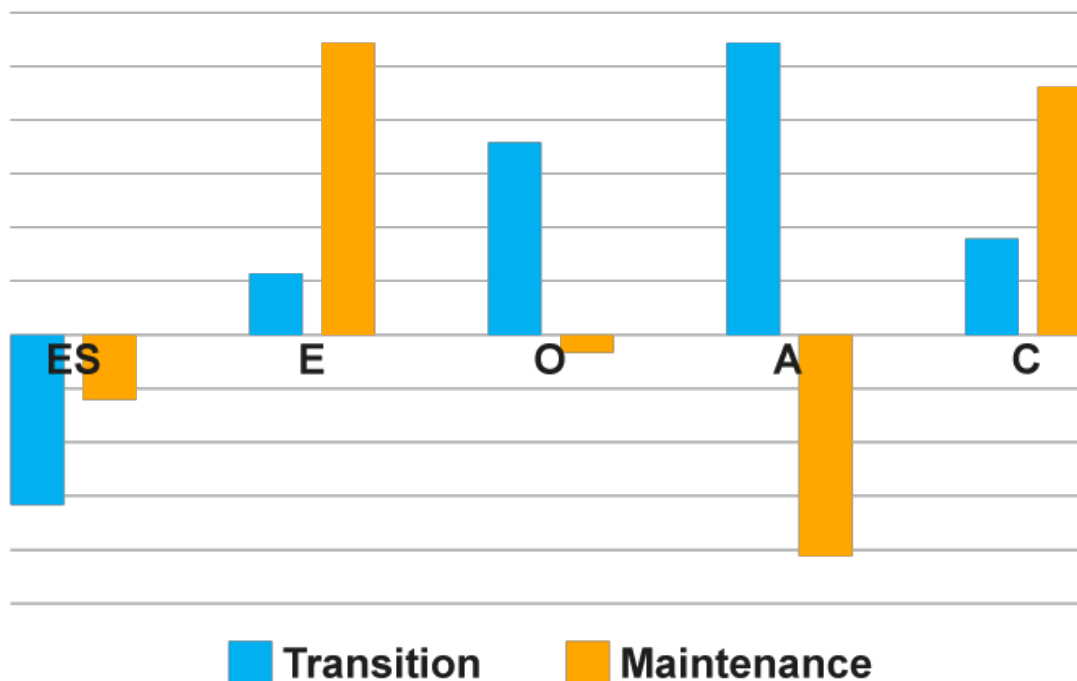
THRIVING AT WORK

People who are thriving experience...“growth and momentum marked by both a sense of feeling energized and alive (vitality) and a sense that they are continually improving and getting better at what they do (learning)”

(Porath, Spreitzer, Gibson and Garnett, 2012).

DYNAMIC WORK

An Example from Sales



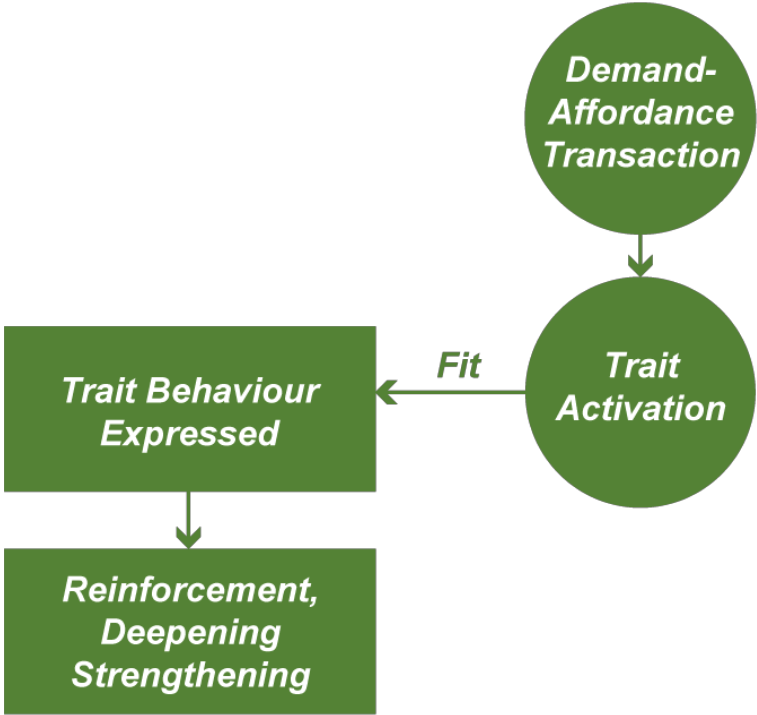
A photograph of a group of people in a museum or gallery, overlaid with a semi-transparent orange filter. The people are looking at various exhibits, including a large map or display on the wall. The text is centered over the image.

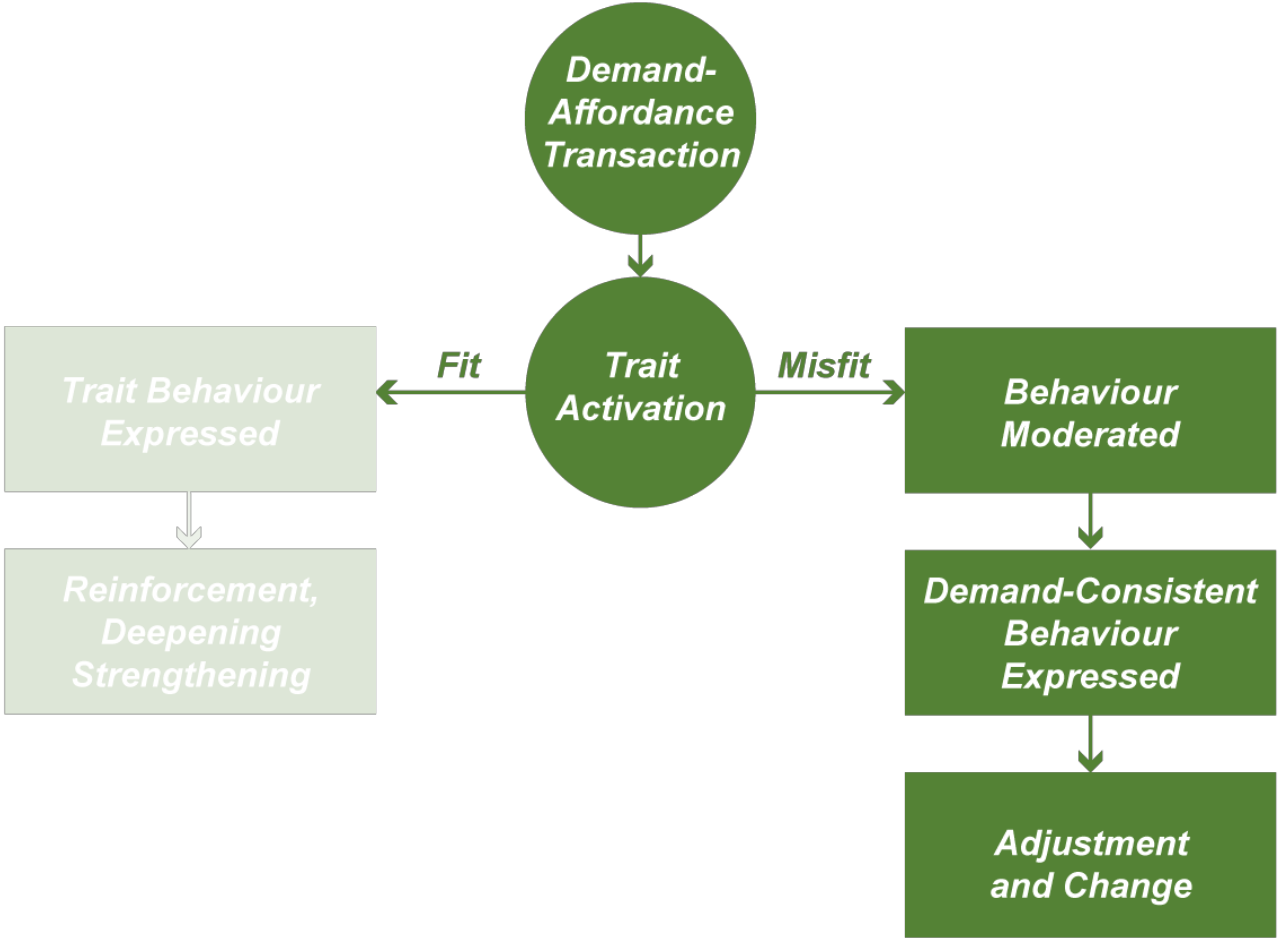
PEOPLE ARE DYNAMIC:
**Their personalities and other
characteristics change over
time**

People respond to the demands of work, and develop to better *fit* to their work

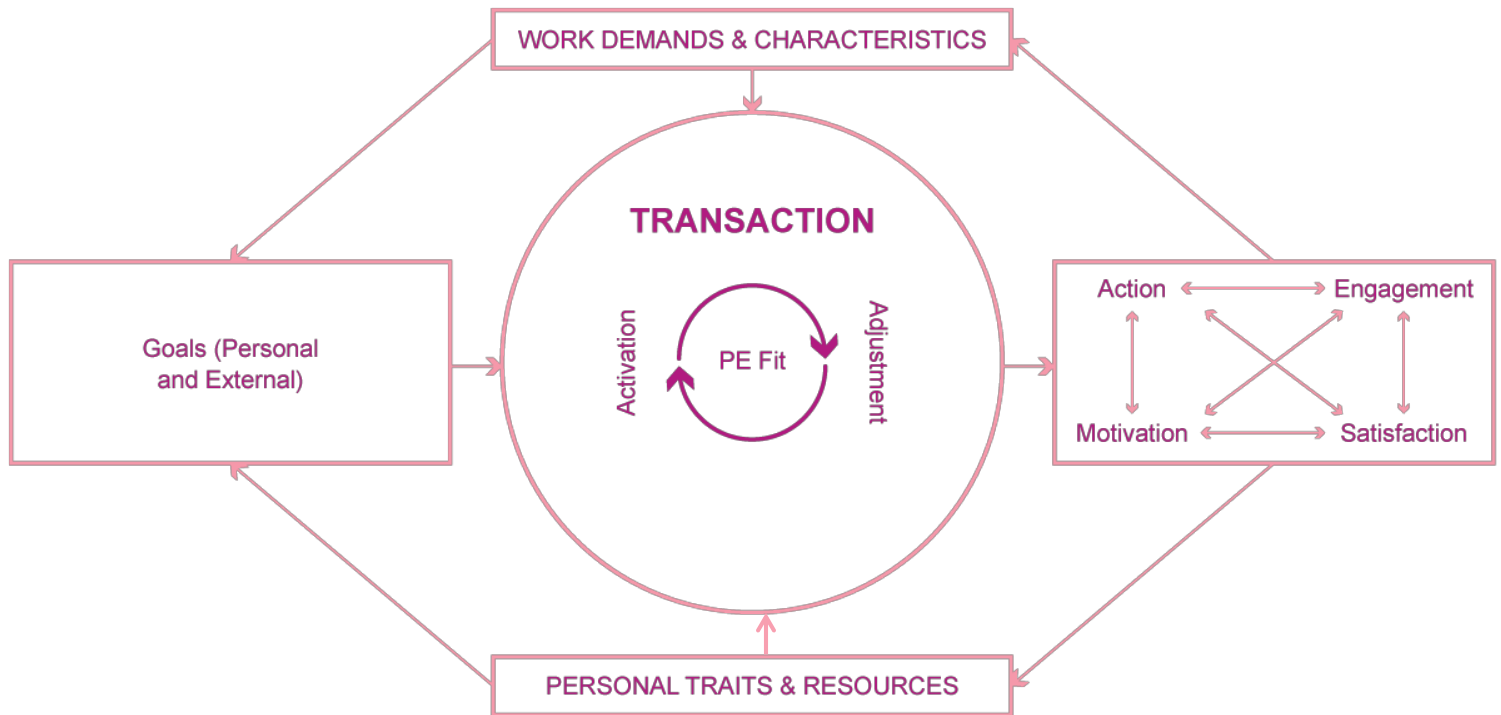
The process is a “TRANSACTION” between the person and their work







ABA PEOPLE DEVELOPMENT DYNAMICS MODEL



ENABLING THRIVING

USING ASSESSMENT TO HELP PEOPLE TO DEVELOP

Building self-awareness

Understanding fit and misfit to work and how to better fit

Setting development goals and learning objectives

Adopting effective learning strategies