**DEVOPA Work Experience Placement  
  
Skills to Develop**

* Selecting a web-design engine – Wix, WordPress, free ones
* Designing a website – style, layout, sections, navigation
* Incorporating high quality graphics – sourcing, relevance, consistency of theme
* Incorporating downloadable and editable article/content database
* Cross-platform compatibility – desktop, laptop, mobile device
* Quality management – content, style, functionality
* Client/relationship management – understanding client needs, managing feedback

**Example Sites for Design Principles**

<http://workpositive.com> - clean, scrolling screen and ‘overlapping’ as elements scroll, quality of graphics, overall structure (downloadable elements, etc)

<http://mediaassessment.co.uk> - similar field of work

**Home Page**

People Fit Ltd (logo top left corner)

Select : Develop : Engage (strapline to fit under logo – each one maybe linking to the more detailed section)

Creating fit

Matching people and jobs

Specialists in measuring cultural fit

People Fit are a niche provider of occupational psychology services supporting organisations with their talent management challenges.

**Who**

Established in 2012 People Fit have built a reputation for developing high quality solutions and for delivering value-added interventions, for individuals, for teams, and for organisations.

Director and Lead Consultant

Photo

Martin Stairs

BSc MSc C.Psychol AFBPsS

Download CV

Link to Linked In

**What we do**

People Fit are specialists in the application of psychological knowledge, theory, and practice to workplace issues. We work at all levels and across all sectors, supporting organisations across the full range of talent management challenges from recruitment through to retention, and have deep expertise in three core areas:

**Selection and assessment**, helping organisations to make the right recruitment and promotion decisions. See more.

**Leadership development**, helping individuals to flourish and teams to thrive. See more.

**Employee engagement**, helping leaders understand how to build a culture that … See more.

All of our practice is grounded in the science of occupational psychology, including research around selection practice, behavioural and psychometric assessment, psychological profiling, leadership, learning, motivation, and employee engagement.

we aim to deliver, through our interventions, improvements in both employee job satisfaction and organisational effectiveness.

understand and strengthen the fit between people and their work.

Selection – establishing the right fit

We design and deliver assessment processes that enable organisations to recruit and promote the right people, at the right time, to the right jobs.

Leadership assessments.

Assessment for selection, from graduate through to CEO.

Assessment for promotion, including at key transition points from junior to senior leadership.

Criteria development, including competency and non-competency frameworks.

Assessment skills training, including interview skills, assessor skills.

Recruitment and selection audits.

Development – ensuring the best fit

We design and deliver individual and team development programmes that enable organisations to develop their best talent to ensure the best fit.

Individual and executive coaching

Team coaching and team building

Awareness raising and feedback

Engagement – maintaining the perfect fit

We design and deliver engagement audits that enable organisations to build

understand the factors that drive and hinder satisfaction and engagement to retain a good fit.

We can help your staff to build their skills and motivation and make the right career choices for themselves.

Awareness raising and feedback processes, including psychometric profiling, 180, and 360-degree feedback processes,

Engagement – maintaining the perfect fit

We can help you to understand how to build a happy and productive workforce.

**Why we do what we do**

Despite predictions to the contrary – such as Benjamin Franklin’s 4 hour working week, George Bernard Shaw’s 10 hour working week, and John Maynard Keynes’s 15 hour working week – the majority of us spend a significant proportion of our lives at work. Indeed recent studies indicate that active adults in the developed Western economy spend approximately 1,900 hours per year at work and a further 100 hours per year commuting to and from work. Helping people find a good fit with their work is, therefore, a valuable enterprise. For organisations, getting a good match between people and jobs yields significant benefits on key organisational metrics, including absence, productivity, and retention.

There is, of course, rarely a perfect fit – a round peg in a round hole. Human beings aren’t round – we each have our own unique blend of skills, knowledge and experience, as well as values, interests and preferences. To quote Monty Python, ‘we are all individuals’ (Life of Brian, 1979). Jobs, too, aren’t round – to succeed in any given role requires a particular blend of skills, knowledge and experience, a blend that is increasingly diverse and often increasingly specialised in today’s fast-paced, technology driven world.

Understanding what makes a person a good fit for a role is a challenge that we have been studying and addressing for over 20 years.

The impact of achieving a good fit is significant.

Hull (1928) was one of the first psychologists to study the extent to which those individual differences impacted on productivity. Following detailed studies of spoon polishers and weavers he devised the principle that ‘the best is twice as good as the worst’.

Getting a good match between people and jobs remains a key challenge both for organisations looking to recruit or promote, and for those in the job market. Where one employee will fail, another will excel.

Securing high levels of engagement – through ensuring a good match between a candidate’s motivation, skills and abilities – yields significant benefits both in terms of employee well-being and productivity, and organisational performance.

Helping organisations select, develop, engage and retain the right people – and helping individuals find their best fit – are challenges we understand.

Contact us to find out more.

**How we work**

We bring expertise. We know what we know and what we don’t know. Our work is grounded in science and best practice, and specifically the science of occupational psychology which is concerned with the relationship between people and work. We are curious and base our practice on the latest thinking and research about people and jobs to develop robust approaches to selection, assessment, development, and employee engagement.

We deliver. We do what we say we will do and are upfront about what we won’t do. We work to deadlines and we never miss them. Within agreed parameters we deliver on time and to budget. Moreover we strive not just to deliver but to exceed expectations.

We partner. We know, from experience, that the most successful solutions are achieved when information, knowledge, and ideas are shared. We also know that having a deep understanding of the context in which we work is critical to success. We never seek to impose; we always look to collaborate.

We are pragmatic. We have studied the research. We are familiar with the models. We understand the stats. We also know from experience that to gain traction and have impact our interventions need to be valid and relevant but also simple and clear. We use the science, but keep it hidden.

We act with integrity. We work in accordance with established best practice principles set by the British Psychological Society and the Health Professions Council. We don’t do things we aren’t qualified to do. And if you ask us to do something that we believe is not fit for purpose we won’t, and we will tell you why.

BPS logo.

HPC logo.

**Links**

**The Future of Work**

Articles about the future of work:

* 21 Jobs of the Future: a guide to getting- and staying – employed over the next 10 years
* <https://www.cognizant.com/whitepapers/21-jobs-of-the-future-a-guide-to-getting-and-staying-employed-over-the-next-10-years-codex3049.pdf>
* Workforce of the Future: the competing forces shaping 2030
* <https://www.pwc.com/gx/en/services/people-organisation/workforce-of-the-future/workforce-of-the-future-the-competing-forces-shaping-2030-pwc.pdf>
* The Future of Leadership: how work is impacted by the connection and convergence of people and technology
* <https://sccmsdata.blob.core.windows.net/media/Default/Mktg/The-future-of-leadership%20-%20SAWTW.pdf>

**Leadership Assessment Tools**

Articles focused on how to ensure best practice in assessment:

* Interviewing skills: building a solid structure (link to document)

**Psychometric Insight Tools**

A small selection of tools designed to enhance self-awareness and understanding of preferences:

* Lumina Splash (free on Android and iOS)
* 16 Personalities (free to complete at <https://www.16personalities.com/>)
* Strengths Profile (£12 to complete at <https://strengthsprofile.com/>)

**Working in the Profession**

A short article providing a realistic insight into a typical week working in the profession:

* <https://www.pearnkandola.com/a-week-in-the-life-of-a-psychologist>

A longer article providing a deeper insight into what it is like working in the profession:

* https://thepsychologist.bps.org.uk/volume-26/edition-11/careers

**Contact**

Get in touch.

Call, email, or fill in the form below if you have a specific enquiry or would like an informal discussion about how we might help. We look forward to hearing from you.

Name

Email

Phone

Message

Phone Icon 07788 718987

Email Icon [hello@peoplefit.co.uk](mailto:martin.stairs@peoplefit.co.uk)

Linked in icon (linked)

**Resources**

Recent studies indicate that active adults in the developed Western economy spend approximately 1,900 hours per year at work, and a further 100 hours per year commuting to and from work (Ramey et al, 2006).

Ramey, V.A. & Francis, N. (2006) A century of work and leisure. NBER Working Paper No. W12264.

**Contact**

Get in touch. By phone, by email, or by filling out the form below. We look forward to hearing from you.

People Fit Ltd

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[hello@peoplefit.co.uk](mailto:hello@peoplefit.co.uk)

Registered in England and Wales 8032956.

Your name

Your email

Your phone number

How can we help?

Send

Thank you for getting in contact. We will aim to get back to you within the next 24 hours.