**Name of Project:** RoleCall

**Purpose:** An organizational health tool that provides insight in a company’s human resources including personnel analysis, team building, project staffing and hiring gap detection.

**What it will do:**

**Personnel Analysis**

1. Personal Info including name, department and position
2. MBTI Type and breakdown
3. Working Genius breakdown
4. Colour Traits
5. Skill sets with levels
6. Program Efficiency with levels

**Team Building**

1. Provide team suggestions for projects
2. Divide project teams in to working process categories to ensure all needs are covered
3. Share team insights on possible gaps or conflicts between team members
4. Balance MBTI types and Color Traits
5. Ensure skill sets and program efficiencies meet project criteria

**Organizational Needs Assessment**

1. Report gaps or imbalances within each area
2. Assist in adding new hires that fit the culture as well as the skills required
3. Report possible staff conflicts in departments or on teams based on personality and color trait
4. Ensure working process balance within departments

**Building Blocks:**

**Initial Set up**

1. Along with the common lists provided, the company will need to add all custom or niche programs and skill sets that are specific to their industry
2. All staff will be required to fill out the three assessments required which include the Myers-Briggs, Working Genius and Color Traits assessments
3. An Employee Information form must be filled out for each employee. This is a provided form in RoleCall but can be edited to add industry specific info required.

**Forms and Assessments**

1. Myer-Briggs found at mbtionline.com (need links to the assessments in the app)
2. Working Genius found at workinggenius.com (need links to the assessments in the app)
3. Color Traits is a fillable form in Role Call
4. Employee Information form is a fillable form in Role Call
5. Project Overview and Requirements form fillable form in Role Call
6. New Hire Analysis form is a fillable form in Role Call
7. Position Fulfillment Suggestions form is a fillable form in Role Call

**How it will work:**

The building blocks will form a database of employee information on each of the assessments and the employees Color Traits, skill sets, program efficiencies and license/certification. There will also be some logic built into the database that identifies conflicts and gaps based off an established plumb line for team and personnel balance.

When the forms are input into the app, the form fields will be drawn from the database to prepare the requested report and utilize the logic to create effective teams and keep departments balanced. It will also identify potential candidates internally for open positions based on their assessments.

The database will be accessible via a desktop or app portal.

**What we will provide to build the prototype:**

**Mock Database:**

This will be sent as csv files with a mock personnel list of 50 employees.

**Logic:**

This will be sent as csv files with all the comparisons for predicting conflict and reaching balanced teams.

**Forms:**

These will be built in either PDF formatting or in CSV to show how they are to be laid out

**Reports:**

These will be built in either PDF formatting to show how they are to be laid out