

Case Study

Emerging Job Roles



Objective

To create an output off our 10-15 min mater behavioral assessment SAAS to identify, map and measure the behaviors needed and in what quantities for the job role Contact Tracer.

Pre-Covid this was a fairly non-emerging role. In the last 60 days, there are over 100k jobs for this role in the US alone.

You can take the test here and check your fit for the role.

The Solution and Result

After clustering a variety of similar job role descriptions such as Aid Worker, Investigator, Researcher etc. and the underlying behaviors pertinent to the Contact Tracer role e.g. Rule- Following, Learning Agility etc. a combination of behaviors were identified and a dynamic tool for measuring same was created off our Saas dashboard. This was and will continue to be stress tested on the Contact Tracer population to validate our baselines.

Emerging Professions

1

Contact Tracer



50%

Details

Under general supervision, a Contact Tracer interviews, evaluates and monitors clients, provides education, guidance and isolation/quarantine parameters based on Government guidelines and recommendations for those individuals who meet case definition for a confirmed, suspect or probable case of a communicable disease.



Strong points			Anchor zone			Points to develop		
Dimension	Optimal	Candidate	Dimension	Optimal	Candidate	Dimension	Optimal	Candidate
Flexibility	6 - 8	6.9	Improvisation	8 - 10	6.6	Involvement at Work	9 - 10	4
Need for Action	6 - 8	7.3	Autonomy	8 - 10	5.5	Altruism	6 - 8	4.2
						Novelty Seeking	9 - 10	4.8
						Emotional Distance	9 - 10	3.3
						Rule-Following	9 - 10	2
						Persuasiveness	2 - 4	8.4
						Focus on Facts	6 - 8	2.8