



An IT Engineer should be plug and perform.

by: Jennifer C. Zamecki



IT Engineers work with hardware and/or software development. They possess a list of key skills and personal characteristics needed for the job, Well-Run Concepts understands these areas and have done the research. Let's explore what the key attributes, motivators and behaviors would look like for a plug and perform IT Engineer in an organization.

Whether you are searching for your next hire or a new career, Well-Run Concepts used a comprehensive, validated, step-by-step Job Matching system to determine what is needed for top performance.

Attributes tells us if an individual can do the job by looking at what personal skills or competencies are needed in the job of IT Engineer.

The Top Seven Attributes are:

Problem Solving

Anticipating, analyzing, diagnosing and resolving problems.

- Anticipates, identifies and resolves problems or obstacles.
- Utilizes logic and systematic processes to analyze and solve problems.
- Defines the causes, effects, impact and scope of problems.
- Identifies the multiple components of problems and their relationships.
- Prioritizes steps to solution.
- Develops criteria for optimum solutions.

Flexibility

Agility in adapting to change is critical for a successful IT Engineer.

- Responds promptly to shifts in direction, priorities and schedules.
- Demonstrates agility in accepting new ideas and/or methods.

- Effective in juggling multiple priorities and tasks.
- Modifies methods or strategies to fit changing circumstances.
- Adapts personal style to work with different people.
- Maintains productivity during transitions, even in the midst of chaos.
- Embraces and/or champions change.

Personal Accountability

A trustworthy IT Engineer has the capacity to be answerable for personal actions.

- Avoid placing unnecessary blame on others.
- Maintain personal commitment to objectives regardless of the success or failure of personal decisions.
- Apply personal lessons learned from past failures to move forward in achieving future successes.

Planning/Organizing

An IT Engineer that has laser focus utilizes logical, systematic and orderly procedures to meet objectives.

- Works effectively within established time frames and priorities.
- Utilizes logical, practical and efficient approaches.
- Prioritizes tasks for optimum productivity.
- Develops procedures, processes and systems for order, accuracy, efficiency and productivity.
- Anticipates probable effects, outcomes and risks.
- Develops contingency plans to minimize waste, error and risk.
- Allocates, adjusts and manages resources according to priorities.
- Monitors implementation of plans and makes adjustments as needed.

Results Orientation

A driven IT Engineer has the ability to identify actions necessary to complete tasks and obtain results.

- Maintain focus on goals.
- Identify and acts on removing potential obstacles to successful goal attainment.
- Implement thorough and

effective plans and apply appropriate resources to produce desired results.

Self Management

Demonstrating self control and an ability to manage time and priorities is of great importance for an independent IT Engineer.

- Effectively manages emotions and impulses.
- Manages time and priorities to meet deadlines.
- Balances personal/professional.
- Accepts responsibility for actions and results.

Continuous Learning

Taking initiative in learning and implementing new concepts, technologies and/or methods is important for a cutting edge IT Engineer.

- Demonstrates curiosity and enthusiasm for learning.
- Takes initiative in acquiring and mastering the skills and knowledge requirements of a position.
- Keeps abreast of current or new information through reading and other learning methods.
- Actively interested in new technologies, processes and methods.
- Identifies applications for knowledge.
- Is considered a knowledgeable resource by others.



About the Author

Jennifer C. Zamecki is the Founder and President of Well-Run Concepts, a Human Resource Consulting Firm, founded in 1997.

"Job Matching & Developing Top Talent"

www.Well-Run.com

Workplace motivators make up the next critical success factor needed, which tells us why an individual will do the job or, in other words, what rewards and cultures are they seeking on the job.



The Top Three Motivators for an IT Engineer are:

- 1. Theoretical** Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.
- 2. Utilitarian** Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.
- 3. Traditional/Regulatory** Rewards those who value traditions inherent in social structure, rules, regulations and principles.

Behaviors tell us how an individual will perform the job. We analyzed which of the behaviors an individual should possess to perform well in the job of IT Engineer. This is very important information to know in understanding communication styles.

The Top Three Behaviors for a IT Engineer are:

- 1. Organized Workplace**
The job's success depends on systems and procedures. Its successful performance is tied to careful organization of activities, tasks and projects that require accuracy. Record keeping and planning are essential components of the job.
- 2. Analysis Of Data**
The job deals with a large number of details. It requires that details, data and facts are analyzed and challenged prior to making decisions and that important decision-making data is maintained accurately for repeated examination is required.
- 3. Competitiveness**
The job exists within a demanding environment where consistently winning is critical. The job demands tenacity, boldness, assertiveness and a "will to win" in dealing with highly competitive situations.

Now that we have a clear picture of what the IT Engineer job looks like, I would like to ask you this...

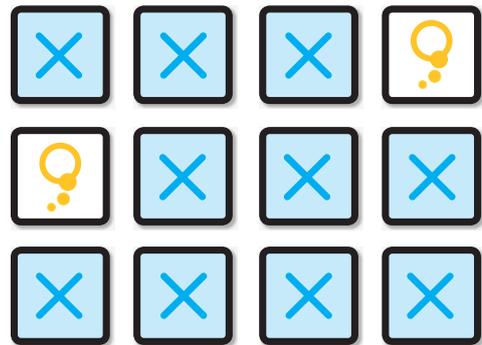
- If you are the IT Engineer, do you have these critical success factors mastered? If not, what's your plan to develop them?
- If you are a company, how are you currently measuring the talent in your Information Technology Department today?
- Do they have the named attributes, motivators and behaviors?
- If so, great! You are ahead of the competition!
- If not, how will you develop them or better yet, select talent that already has it?

Here are a few suggestions to get you started: If you want to know for sure, then run a Talent Assessment on yourself or your staff. Then match the results to the benchmark of the IT Engineer job in this article.

Better yet you can run your own customized benchmark for your unique organization and culture.

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Job Matching is NOT a game!



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