



Take Advantage of Hidden Employee Potential

Words by **Thomas Schurch**, Head of Swiss-Asia

As a leading provider of assessment & training services in Korea, our company has executed several hundred 'Potential Assessments' in Korea over the last 3 years. Based on our data we conducted an internal survey which revealed that the average "use of potential at work" for recent graduates at their new employment is 87%, while for people with 1 - 2 years of working experience it decreases to 64%. People with total working experience between 5 – 8 years use a measly 53% of their true potential! This indicates that although we are constantly learning and developing new skills on a daily basis, our use of previously acquired skills actually decreases with work experience!

Due to frequent organizational changes and constantly

growing responsibilities, employees and employers tend to focus on current and future needs only. As a result, practical experience has a tendency to go unused. Our study also clearly reveals that performance at work and job-satisfaction depend on the ability to apply each individual's intelligence, resolve and potential at work.

Hence, to improve employee job satisfaction and make use of this latent potential, companies need to evaluate and integrate employees' past experiences and educational background into current responsibilities. It is good to give employees new training, but remember to first consider your staff's education and past experience as your greatest asset.

Employees, on the other hand, should pro-actively request more enhanced responsibilities based on their previous learning. If you have knowledge and experience above and beyond your current responsibilities, particularly if it is relevant to current business operations or even potential new business opportunities, be sure to give the relevant people a little reminder as they probably haven't looked at your resume lately! @