



# The Self-Perception Assessment... The Vehicle to help you

Hire and promote those who mix effectively in the position

- **Accurately select job candidates**
- **Promote staff Appropriately**
- **Assist with performance appraisals**
- **Solve Employee Conflicts**

It gives you a deeper appreciation and awareness of personality differences and how to use them constructively in improving communications and motivational effectiveness. The program is combined with a one-on-one verbal and written response to how one can take control of one's life and job. Specifics on each individual's growth and training needs are provided. Unlike other personal development indicators, Self-Perception provides specific and confidential feedback in writing to each evaluation.

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# The Self-Perception Works

In 1999, Motivation Communications Associates recognized the need for an assessment instrument that would provide a true individual evaluation. It was obvious that the systems of others, including Bio Data, DISC, Myers-Briggs, and others, were each effective and beneficial. However, they, in our opinion, lack the ability to provide clearly and specifically the personal assessment that gives individuality to each vehicle considered.

Self-Perception, developed at that time period, provides this individuality so valuable in assisting individuals in focusing, performance expectations, accountability and team dynamics.

Self-perception helps teams and individuals to communicate with others in a most effective manner. It also accurately predicts how this person will relate with others with different, as well as similar, personality types.

This vehicle is presently being used by several successful organizations, large and small, to assess candidates for employment, build teams, provide career tracking, and improve communications.

The process can work effectively in any environment.

Self-Perception Assessment improves performance

Performance appraisals are often tolerated as a necessary evil, yet an evaluation system, properly administered, can be a fundamental catalyst to change. The one-on-two portion of Organizational Dynamics helps the assessment to focus on specific objectives and results rather than personality traits. It transfers the effort from rewarding employees for trying hard to a results-driven company. This is a fast and controllable way to improve performance dramatically.



## What the Process Does:

- Assists employees to identify the skills and qualities needed for both current and future positions
- Expands management ability to coach and counsel others in their careers
- Reduces turnover and the high cost of replacing trained personnel
- Improves and strengthens communications and clarity of individual and organization goals between supervisors and their staff
- Aligns personal vision and desires with corporate vision and strategies
- Ensure that learning is a process, not a program and future not past related
- Provide career paths and plans that point outward as well as upward
- Promotes linkage between job satisfaction and job performance
- Revitalizes employees experiencing stagnation

## Self-Perception... The Vehicle

Nobody is perfect

Every individual has ups and downs, good days and bad, and strengths and weaknesses. The environment and the "Sum total of all our experiences" determine, to a great degree, how we respond to others and to situations.

No two of us will do the same job or react to given circumstances the same way.

The assessment provided by Self-Perception helps individuals realize that there are many different ways to solve job and life problems.

When one better understands self, both strengths, and weaknesses, then one is better prepared to be both a more productive worker and a more productive person.

Organizational Dynamics, with Self-Perception at its heart, provides the structure for organizational and individual growth. Perceptions are real, and our ability to do is first in our mindset, which is why "we have no limitation except what we perceive." This process unlocks unreasonable limitations so the individual and the organization can begin utilizing the resources available. It happens almost magically, but it is not magical – it happens because it's the natural course!







## Julian (Jules) Ciotta

President, Mo/Com Associates

Julian (Jules) J. Ciotta is President of Mo/Com Associates, an Atlanta-based human relations consulting and training firm. Mr. Ciotta specializes in motivation, communication skills, psychological assessment and team building.

He uses the hands-on approach to learning. His dynamic, shirt-sleeve style provides an enthusiastic, supportive climate where ideas are sparked, confidence is awakened and positive thinking becomes the focus. During his program, Mr. Ciotta will provide insight into how you can acquire skills to effectively produce under pressure by building in a posture of "making a life to more effectively make a living." Insight into dealing with feelings and possessing the skills to persuade others in almost any situation will be demonstrated. Before one learns to sell others, he/she must effectively sell self. This can have a tremendous effect on your career, family, social and moral/ethical life.

Mr. Ciotta has instructed for American Management Association and at several universities, including Georgia State, Emory and Mercer in Atlanta and Rutgers in New Jersey. An Industrial Psychologist, he has conducted training and provided consulting in motivation and communications with an emphasis on management skills, team building, human relations, and quality circles.

## What Is A One-On-Two?

The "One-on-Two" accountability process is a performance plan that effectively structures responsibilities. It enhances any performance evaluation and management by objectives systems presently in place.

The process is an agreement between employee and supervisor established from the findings of both the two's self-perceptions and profiles.

The session, based upon specifics, converts objectives into tasks to be carried out. The plan provides shorter-range challenges which need to be accomplished.

The performance plan, agreed to by both persons, formalizes a partnership and commitment to the improvement process.

