

## INSIGHT SUBMISSION CONTINUING PROFESSIONAL DEVELOPMENT

### A good Insight is 250+ words and will:

- Answer the question
- Reference the Technique you have read
- Show how the Technique relates or could relate to your organisation

### To create a good structure for your Insight, keep in mind the following five steps:

- 1 What does the Technique say about 'X' (an easy way to practice your referencing and a good way of creating an introduction)?
- 2 How does 'X' relate to or work in your organisation?
- 3 What are the good or bad points/strengths and weaknesses about how 'X' is or isn't used at your organisation?
- 4 Relate 'X' to yourself, your team, the organisation.
- 5 How could the use of 'X' be improved in the future?

Each Insights question is different, with slightly different focuses, but you could take certain sections from the structure above for most Insight questions.

A similar structure to the above will also get you into the habit of describing and analysing something and its use at your organisation, which will help later on in your assignments.



### Insight Question:

## Describe your organisation's culture and how your company ensures good person-organisation fit.

### ✔ Approved answer to an Insight:

The company I work for has a culture of personal and professional development. As the mission of the organisation is to promote and encourage academic thinking in the work place, it uses this practice when supporting its own members of staff. It ensures person-organisation (P-O) fit not only when hiring those with similar characteristics (interest in academia, value placed in personal development) but also both the individual and the organisation provides what the other needs. This could be knowledge, experience, expertise, salary, contacts, opportunities, etc.

Lauver and Kristoff-Brown (2001) found that P-O fit was positively correlated with organisational commitment, and similarly, other research has shown that the higher the level of P-O fit, the higher the job satisfaction felt by the individual. I have found that this is the case within my organisation.

We use a form of the Organisation Culture Profile model during monthly supervisions where employees are given the opportunity to consider and reflect on shared values.

### ✘ Rejected answer to an Insight:

Person-organisation fit is something whereby the recruitment of people includes ensuring that people fit with the culture of the current employees. When I joined the organisation my manager hired me because he liked my personality. This does not happen anymore, there is too much concern with getting people into the job because we don't have enough staff and management think it is better to be productive than have good people. Staff turnover is too high to be concerned with this.

### Issues with this piece (and generally with rejected Insights):

- Not really answering the question
- Too personalised – should be about you and your organisation, not a story
- Not referencing to the Technique
- Too short
- No balanced view of approaches

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To ensure your Insight answers aren't rejected, please follow the 5-step process to creating a good structure for your Insights (overleaf).