

TWO MINUTES WITH Winfield Padgett Padgett Printing/Padgett Performance Group Ltd.

Winfield Padgett is the third-generation owner of Padgett Printing, which was founded by his grandfather, Cyrus, in 1903. While searching for an assessment tool for hiring, training and executive development, he came across the Harrison Assessment, a questionnaire that helps CEOs determine their strengths and weaknesses. After taking the test himself, Padgett was so impressed with the results, he decided to found Padgett Performance Group Ltd. to help companies reduce turnover. Padgett was interviewed by Staff Writer Cameron Stewart.

Q. What issues arise for young people choosing a career?

A. Influence from family members, even pressure in some cases, can often be a determining factor, especially when family businesses are involved. There are no better role models, good, bad, or indifferent, than family and close friends, so many career decisions are made as those influences come to bear on the individual. Our global society presents far more options but with that comes more confusion and, consequently, some difficulty in focus and correspondingly longer timeframes for decision-making about a career. What is missing, in far too many cases, is a solid understanding of how one's own preferences align with different opportunities.

Q. What about older professionals attempting career changes?

A. A job candidate's knowledge and skills that have been acquired or honed in a previous, seemingly unrelated, occupation can easily transfer to a new position. But this advantage is often overlooked due to the apparent disparity between the old and new jobs. In any event, it is critical for the seasoned professional to have a high level of self-awareness. It's no mystery that in our information-packed, fast-paced and highly mobile environment, folks are more likely to change jobs several times before retirement.

Q. Why is there a market for the Harrison Assessment?

A. While many popular instruments fit the individual into certain personality types based on their responses, the Harrison Assessment matches individual preferences against 130-plus traits that, through 20 years of research with hundreds of international as well as national and regional firms and associations, have been determined to be critical for top performers. The individual's preferences are matched directly against the job to determine the best fit. This suitability measure then combines with certain hard-skill eligibility requirements and any personal interviews to ultimately determine whether the person is right for the specific job.

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