

USE PERSONALITY ASSESSMENTS TO OVERCOME HUMAN RESOURCES CHALLENGES IN THE OIL AND GAS INDUSTRY

THE CHALLENGE

Maximizing efficiency within your organization.

To offset volatility in the price of oil, you must reduce costs and remain efficient, even during good times. Goldman Sachs estimates that companies need to cut costs by up to 30% to keep up with the current price of oil. It is imperative that you hire and retain the best talent to keep your processes running efficiently.

THE SOLUTION

Hire and place the right people in the right spot to build a loyal, motivated, and effective workforce using assessments.

Assessments streamline the hiring process and ensure you hire the right person for each job function. Understanding a candidate's unique personality and interests lets you gauge if someone will be energized and engaged at work. This provides two substantial benefits—ensuring that your business is running efficiently and building a loyal workforce.

THE CHALLENGE

Reducing turnover and building trust.

Between layoffs and M&A's, one of the most prominent challenges you will face is building a culture of trust. The consistent shift in group dynamics leads to reduced loyalty and high turnover rates, costing your company time and money.

THE SOLUTION

Conduct team building workshops using assessments.

Assessments are a powerful tool that develop a unified culture despite organizational changes. Allowing your teams to get to know one another on a personal level builds trust and enables teams to work more efficiently together.

THE CHALLENGE

Maintaining culture and employee engagement during down turns.

Few industries experience extreme fluctuations in the price of goods like the oil, gas, and energy sector. When prices are low, you have to remain profitable despite significant decreases in revenue. This can lead to layoffs, causing extra work and shifting your remaining workforce into hybrid teams with varying backgrounds.

THE SOLUTION

Build trust and invest in personal development with assessments.

Providing your team with impactful resources to learn more about themselves and their coworkers contributes to the overall employee experience and drives work engagement. This gives you a distinct competitive advantage—energized employees that are not only loyal to your company, but also collaborate well for increased productivity.

THE CHALLENGE

Bridging the gap between white-collar and blue-collar workers.

Companies in the oil and gas sector have many moving parts that rely on the expertise of both a white and blue-collar workforce. With diverse backgrounds and different work styles, these two groups may struggle to communicate and remain productive when working together for the organization.

THE SOLUTION

Strengthen soft skills and communication using assessments in teams.

Soft skills are critical for successful and productive teams. Assessments introduce a non-judgmental language to discuss personality differences and help team members understand their blind spots. This creates a culture of mutual understanding that fosters more productive teams.

We have worked with many Fortune 500 companies in the oil and gas sector to
overcome these challenges, drive more productive teams, and increase the bottom line.

We can help you do the same.