

# Job to Result Descriptions

Job descriptions are a format to describe what people do. You will be responsible for supervising three persons, coordinating the strategic plan update, starting a new program, raising money, supporting a teacher in our after-school program. With a result description you shift from what people do to what they need to achieve to be successful.

Result Descriptions help greatly with three crucial functions in nonprofit and indeed all organizations. Consider

- 1. Hiring new staff.** When you are clear on what must be achieved you can define and include the factors you think most predict success in the position announcement. You can also encourage self-selection. You know yourself better than we can know you now. Please don't come here if you can't pull this off. Results boil selection to the essentials, most of which cannot be seen on resumes, which are themselves statements of activity.
- 2. Performance check ins.** Rather than the dreaded performance review, look at the targets set for the last six months in the result description and ask if they were accomplished. This is far more powerful than affirming that a person was a team player or timely with all deadlines. It also allows for the counterpart of hiring which is parting company with low performers. Only result descriptions tell both the organization and the person who they are.
- 3. Asking for and getting help.** Job descriptions actually separate people. This is my job, and this is yours. While we do not need assistance to do our job, we do need help to achieve our result. Helping others to achieve their results is just as valuable as personal achievement. Results also often lead to twosomes and smaller teams where persons play roles that are all critical to one result. Even meetings can become result teams when they are clear on their targets.

Projects begin by focusing on the staff within a team or program and what they think they must achieve in the next six month. They then get to alignment with unit and organizational results to create targets that all pull together to achieve results. These are set as specific, verifiable targets. If any hiring is upcoming, we guide you to create a result position announcement.

This product is often paired with a Results Framework and/or Retreat Forward since the focus is on renewal by accomplishment.

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**RESULTS**

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For more information about this or any of our products or to schedule a consultation, visit [Results1st.org](https://Results1st.org), email [info@results1st.org](mailto:info@results1st.org), or call [941-479-2714](tel:941-479-2714).