

# Research Directions

Office of Research Services

## *Using Your Instincts*

**Dr Anneke Fitzgerald, AEGIS, is leading a project to both improve productivity of employees and reduce their stress levels. The study will involve the use of the Instinctive Drive System™. Funding for this research is from Link-up International, the developers of the System.**



Managers spend a significant amount of time dealing with meeting the demands of their supervisors and needs of their staff. They find it is often difficult to predict whether individuals within a team are likely to cope with the stresses of their work. Dr Fitzgerald's team will be making use of the Instinctive Drive System (IDS) profiling questionnaire and follow-up system to demonstrate that the wellbeing of workers depends on the right fit of their natural abilities with the work assigned to them.

To support this line of reasoning, the Instinctive Drive System™ will be used to determine the innate abilities or instinctive drives of an individual. Dr Fitzgerald and her team will look at whether stress levels increase when employees do not work in synch with their natural abilities and whether this manifests itself physically or emotionally, in turn effecting performance.

'The purpose of this research is to further understand how organisational performance can be enhanced by first determining individual's natural capacity and willingness to perform and then looking at how the organisation can seize opportunities to help individual's achieve peak performance'. Dr Fitzgerald explained.

**Project Title:** *Can the Instinctive Drive System™ predict and reduce occupationally induced stress?*

Funding has been set at: \$114,684.  
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