Role analysis technique (RAT)

- Role analysis technique (RAT) is used to help employees get a better grasp on their role in an organization.

Role analysis technique (RAT)

- In the first step of a RAT intervention, people define their perception of their role and contribution to the overall company effort in front of a group of coworkers.

- Group members then provide feedback to more clearly define the role.

Role analysis technique (RAT)

- In the second phase, the individual and the group examine ways in which the employee relies on others in the company, and how they define his or her expectations.

Role analysis technique (RAT)

- RAT interventions help people to reduce role confusion, which can result in either conflict or the perception that some people aren't doing their job.

- A popular intervention similar to RAT is responsibility charting, which utilizes a matrix system to assign decision and task responsibilities.