



YOUR CATALYST TO
SUCCESS



OPTIMISE YOUR HIRING CHOICES WITH DISC*

Recruiting, selecting and building high performing teams

empower  inspire  motivate  support

Ever made a hiring decision only to discover that the candidate did not perform to the level expected? If so, you're not alone. Businesses throughout Australia are paying billions of dollars¹ in unproductive staffing costs due to unsatisfactory work performance and disengaged staff each year.

In today's workplace, jobs are constantly changing with staff having to adapt to these changes at a faster rate than ever before. The changes may relate to specific job skills required to perform the role properly; the working environment; the technical skills required; or simply the way in which the job needs to be done. Jobs are also becoming far more complex. One job description today may encompass the duties of three or four jobs from ten years ago. Consequently, people in these roles need to be able to perform a variety of functions that call for different ways of getting things done.

Behavioural questions, aptitude tests and other selection tools unfortunately only provide limited information as to how well a candidate will perform against the job requirements. *Avoid making costly hiring decisions by benchmarking the role* - involving the identification of specific behavioural demands of that role and determining the type of individual who would be most successful in that position. Then, measure a potential candidate against the benchmark to evaluate whether or not that candidate would be a good fit.




Step One: Workplace Behaviour™ DISC Report:

-  Benchmark and determine the specific behavioural demands of the role

Step Two: Management-Staff™ DISC Report:

-  Measure a candidate's natural behavioural style against the Workplace Behaviour™ Benchmark DISC Report to determine their suitability for the role

Also discover:

-  General characteristics and value the candidate brings to the organisation
-  A checklist for enhancing your communications with the candidate
-  Keys to motivating and managing the candidate, and much more...

Program Benefits:

- Avoid costly ineffective hiring decisions
- Select the right person for the job requirements
- Achieve superior performance outcomes
- Improved performance, productivity, job satisfaction, engagement and retention



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¹\$31.5B - Gallop Survey 2006

* DISC: Dominance; Influence; Steadfastness; Compliance

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