

- ✓ Our complete 11 step recruitment process
- ✓ **Comprehensive report** including an outline of the evidence gathered throughout the recruitment process and a plain language behavioural profile. This profile helps assess the suitability of the candidate to your role and provides valuable insight into managing the employee for maximum performance. This practical report is yours to keep and use into the future when considering the employee for promotion and role changes.
- ✓ **Skills testing**
- ✓ Our Unique 'How to get your new employee more productive in less time' checklist
- ✓ 12 month follow up program
- ✓ Special 'Ice Breaker' gift to help your new team member settle in
- ✓ Access to our growing list of client only resources featuring a range DIY performance improvement programs (see below)
- ✓ We guarantee not to waste your time with unsuitable candidates

Flat % Fee
Full Service

OUR OTHER SERVICES

abbertons
Temp Staff / Labour Hire

abbertons
Outplacement

abbertons
Testing Centre

abbertons
HR Consulting

excerpt from behavioural profile

Terry Tester
Abbertons Human Resources

Note: These Do's and Don'ts are based on an assessment of his temperament only. Other factors such as level of intelligence, emotional maturity, attitudes and others may influence the relevance of some of these points.

Do **Terry Tester**
Abbertons Human Resources

- challenge him to exc
- build accountability in
- ask for and listen to f
- if there is room for ac
- entrust him with auth
- urge him to delegate
- foster an environmer
- welcome his opinion
- provide opportunities
- acknowledge his con
- coach him to adopt a
- resolve differences o
- provide him with oppi
- make the most of his
- be yourself and build
- foster a fast changin
- involve him in setting

Analysis of Job Fit

Below we compare Terry Tester's Real profile to the behavioural job demands.

Dominant ↔ Accepting: Strong match
Terry Tester falls within the desired range on this scale.

Relaxed ↔ Driving: Strong match
Terry Tester falls within the desired range on this scale.

Sociable ↔ Analytical: Potential match
Terry Tester is just outside of the desired range on this scale.

Compliant ↔ Independent: Does not match
Terry Tester is well outside of the desired range on this scale.

Overview



DIY Programs - client only complimentary access

- Onboarding Action Planner — *Get your new staff productive faster*
- Employee Attraction and Retention Action Planner
- Business Snapshot - Identify HR based opportunities to improve performance
- Understanding and Embedding Your Company Culture - coming soon
- Understanding and Embedding Your Company Values - coming soon
- Employee Development Program - coming soon

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