

BEHAVIOURAL PROFILING



HRC Associates
Recruitment &
Management Consultants

We Are Your People Partner



**RIGHT
SKILLS
RIGHT
ATTITUDE
RIGHT FOR THE
ROLE**

Benefit to Your Employee Lifecycle

- ◆ **Recruitment** — Hiring solution
- ◆ **Selection** — Identify candidates most likely to succeed in a role
- ◆ **Team building** — Improve team performance
- ◆ **Development** — Identify strengths and development needs
- ◆ **Succession** — Identify and develop future leaders
- ◆ **Transition** — An input into redeployment and restructuring

Behavioural Profiling

Behavioural profiling is not a new feature, it has been around for some time. However, new tools are now available to organisations seeking to enhance the effectiveness of both their hiring process as well as their existing teams, at any level.

Effective assessment leads to better business performance.

Why Behavioural Profiling?

The evidence that assessing and analysing the behaviours of prospective or existing employees in aiding organisations to build more productive, efficient and sustainable teams, is growing. Before these assessments, organisations hired and built their teams solely on qualifications, experience and core skills.

Knowing what behavioural strengths a role requires is the key to successful people, teams and performance. By defining the ideal behaviours for each of the roles within your organisation, you will place yourself in the position of being able to make very clear decisions around the most ideal candidates when it comes to recruitment, promotion, development and even redeployment.

The closer a person's behavioural profile matches the role, the more fulfilled and effective they will be for your organisation, resulting in improved engagement and productivity.



RECRUITMENT

EMPLOYEE RETENTION

**TRAINING &
DEVELOPMENT**

**PERFORMANCE
MANAGEMENT**

SUCCESSION PLANNING

**ENGAGEMENT &
MOTIVATION**



What is Learned from an Assessment

It will all depend on the Assessment and Reports you choose, however below are some of the key insights gained:

- ◇ Strengths and Limitations
- ◇ Areas for Development
- ◇ Communication style
- ◇ Motivators
- ◇ Behaviour when working in a team
- ◇ Behaviour under pressure
- ◇ Communication style and preference
- ◇ Decision-making style
- ◇ Ideal manager and management style

It will provide a clear guideline as to how to best manage a member of your team to ensure they reach their full potential and assist your Human Resource function in bridging any gap between hiring and on-boarding.

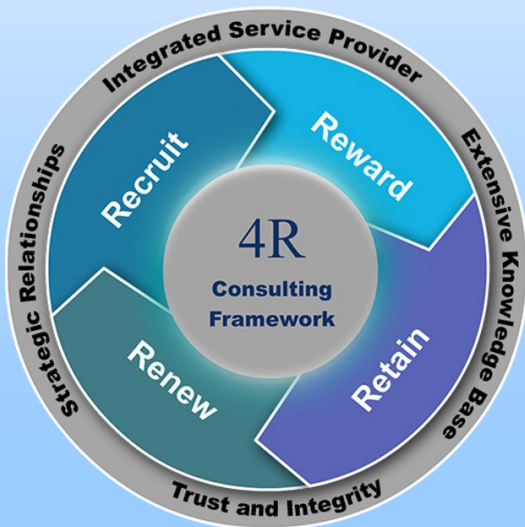
HRC Associates offers Behavioural Profiling and Assessments that assist in strengthening both your human resource management and recruitment processes.



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About HRC

Our 4R Consulting Framework – Recruit, Reward, Retain, and Renew allows us to offer customised, integrated, high-quality recruitment and management consulting services focusing on the HR and Organisation Value Chain of our clients.



Our Services

⇒ RECRUIT

- Interim and Board Recruitment
- Executive Recruitment
- Interim Management
- Assessment

⇒ REWARD

- Compensation Design
- Salary Surveys
- Total Rewards
- Job Evaluation

⇒ RETAIN

- People Strategy
- Performance Planning
- Employee Engagement
- Culture Analysis

⇒ RENEW

- Organisational Analysis
- Change Management
- Business Process Improvement
- Outplacement

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