



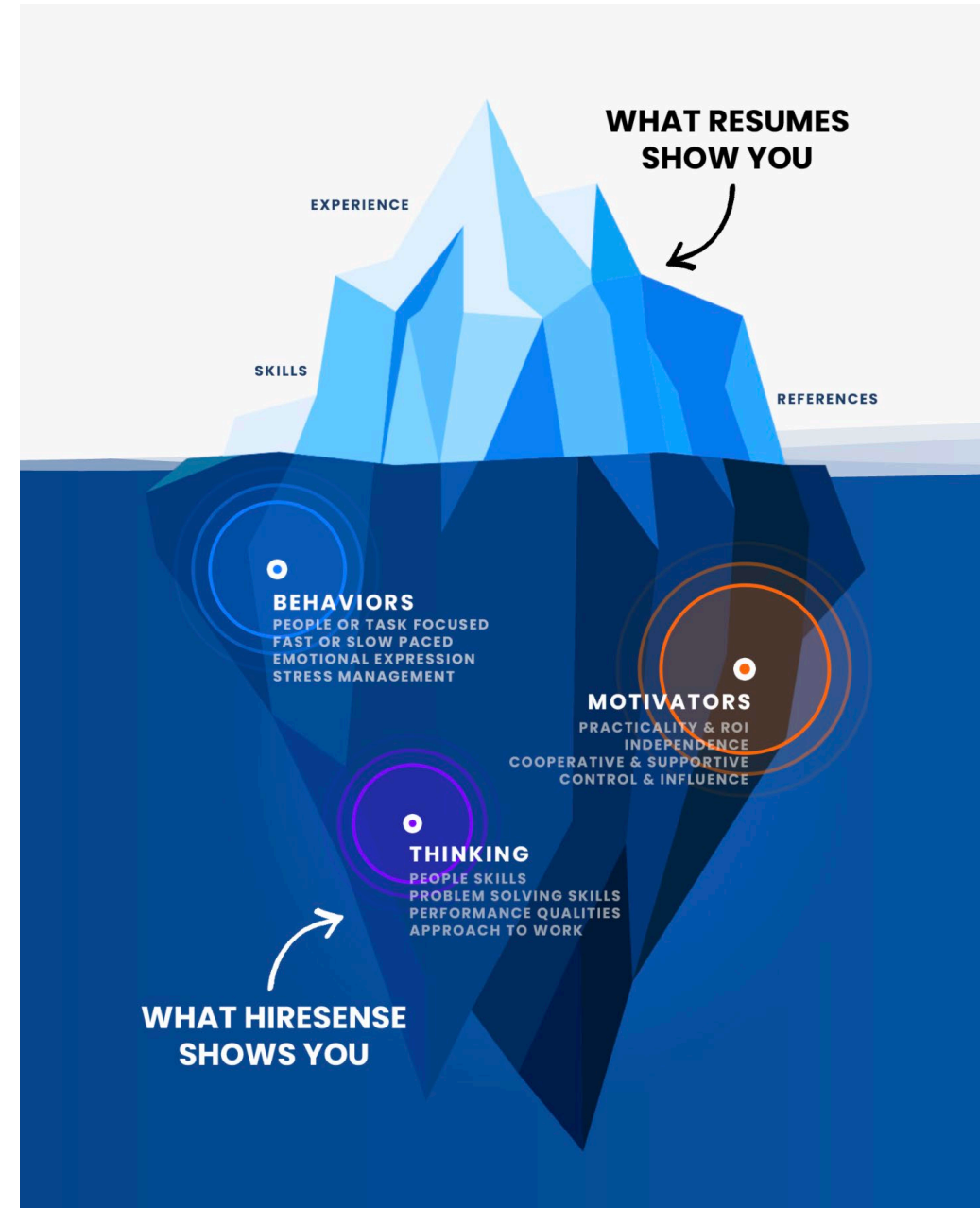
Assessments 24x7
GLOBAL LEADER IN ASSESSMENT TECHNOLOGY

HireSense™

Select. Develop. Retain.

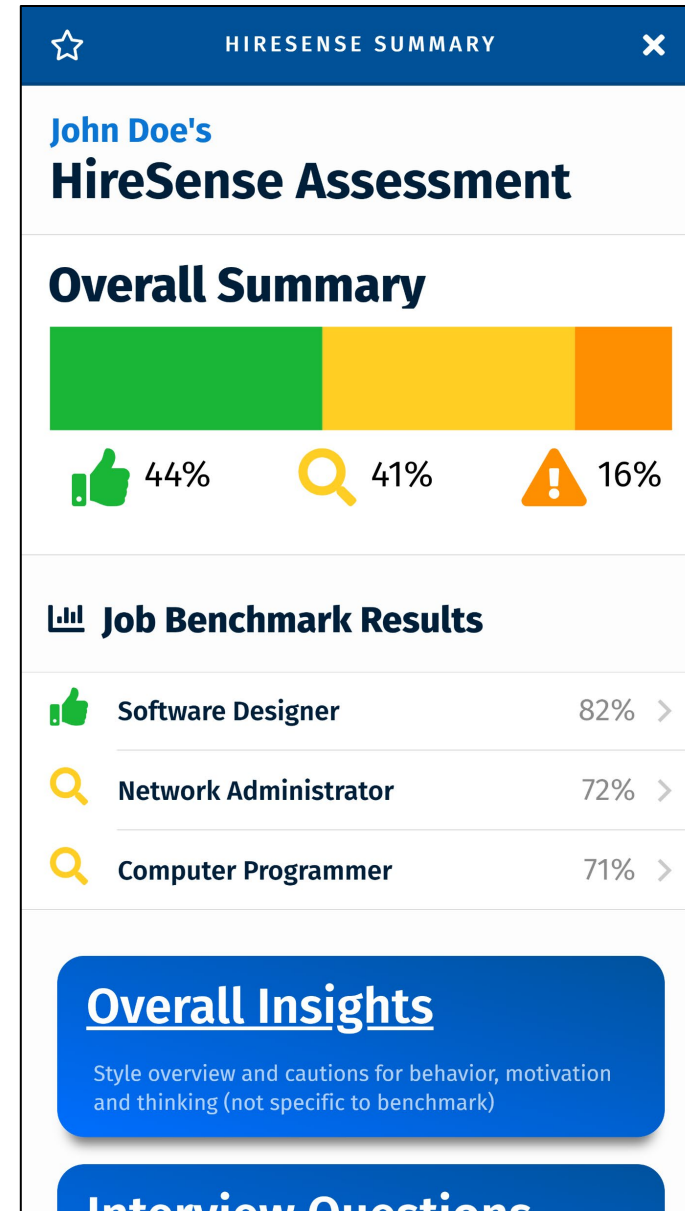
HIRING & SELECTION

- History



HIRING & SELECTION

- History
- Technology



HIRING & SELECTION

- History
- Technology
- 2 Options -
*Hire the Expert or
Become the Expert*

Hire the Expert	Become the Expert
<p><i>We do it!</i></p> <ul style="list-style-type: none">• A24x7 gathers info from you• We set up the system and send links• We provide a comprehensive evaluation and review results with you• Company interviews and selects the candidate• We provide support for ongoing development, if desired	<p><i>You do it!</i></p> <ul style="list-style-type: none">• You complete Full Certifications in DISC, Motivators & Critical Thinking/HVP and HireSense• You create benchmarks and send links• You evaluate, review results, and give recommendations• Company interviews and selects the candidate• You provide ongoing support for development

CASE STUDIES

CHOOSING
THE RIGHT
TALENT

MANAGING
POTENTIAL
CHALLENGES

Overall Insights

Style overview and cautions for behavior, motivation and thinking (not specific to benchmark)

John Doe's Thinking Insights & Style

These insights are based on calculated risks from the measurements of Core Skills, People Skills, Problem Solving Skills, Performance Qualities and Approach to Work.



Thinking Insights

Significant - Indicates a potential bias that could become a liability in some situations. It is key to understand where the liability is and under what context it might arise. There are some occasions when a strong bias in thinking can become an asset. Carefully examine this area to understand the risks related to the position for which they are applying.



Thinking Style Coordinator (Organized Developer)

John Doe's Behavioral Insights & Style

These insights reveal if there are behavioral tendencies more likely to impact success or become potential areas of risk.



Behavioral Insights

Moderate - Indicates the individual has the potential for adapting to other styles effectively. This person may be able to understand and work with other behavioral styles, but there may also be opportunities for miscommunicating and misunderstanding if styles are quite different. Explore style

TECHNOLOGY

JOHN'S THINKING INSIGHTS

John Doe's Thinking Insights

John's thinking style combination measures lower beginning capability and a lower understanding, which may impact the balanced judgments. Those who measure more likely to struggle in multiple areas not necessarily mean they cannot be effective; they may require additional training, to be as effective as possible. It is important to determine if these areas of risk apply to the position. Examine closely how their Core Skills, Problem Solving Skills, Performance Qualities, and Approach to Work align with the position. Consider what kinds of support will be needed to accommodate or develop this individual.



Core Skills Insight

Minimal



People Skills Insight

Fair



Problem Solving Insight

Fair



Performance Qualities Insight

Fair



Approach to Work Insight

Moderate

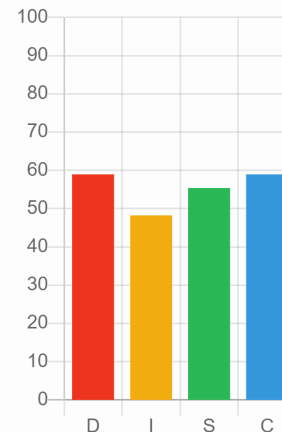
JOHN'S BEHAVIORAL INSIGHTS

John Doe's Behavioral Insights

For any style, if the style shifts from one to another significantly, the person is more likely to experience higher levels of stress as they use more than one style.

Encourage them to be sure the behavior is consistent and effective, and they should take time to rest and recharge their batteries if a style is being used for a long time, especially long term.

Adapted



Pure Styles



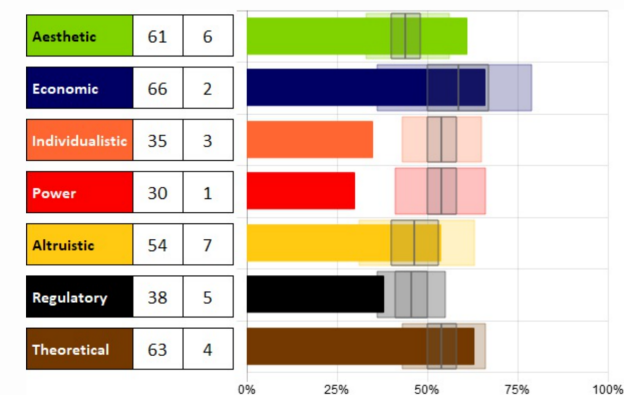
Pace & Priority

JOHN'S MOTIVATIONAL INSIGHTS Close

John Doe's Motivational Insights

High Potential for Disruption

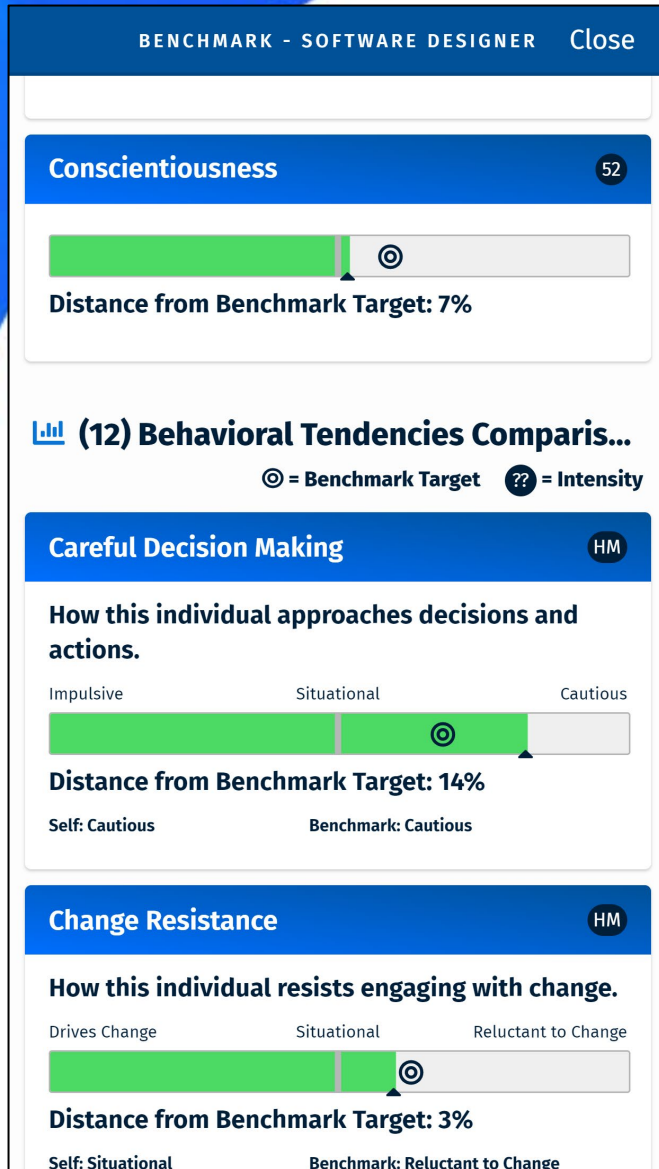
With several areas measuring with high or low scores, there is a higher potential risk for internal and external tension, miscommunication and misunderstanding, particularly regarding the impact of the most extreme scores (very high and very low). These areas of risk should be carefully considered and the relevancy of them compared to the expectations. These may not be deal breakers, but it is imperative to understand the risks and how these motivational drivers will affect the individual and the team.



Power

Very Low

TECHNOLOGY



Interview Questions

Both for position (consistent for all interviews) and for person (based on style)

Position Based Question

General & Benchmark based Questions

General Questions Basic general questions to ask in the interview.

Benchmark Questions Benchmark questions to ask in the interview.

Person Based Question

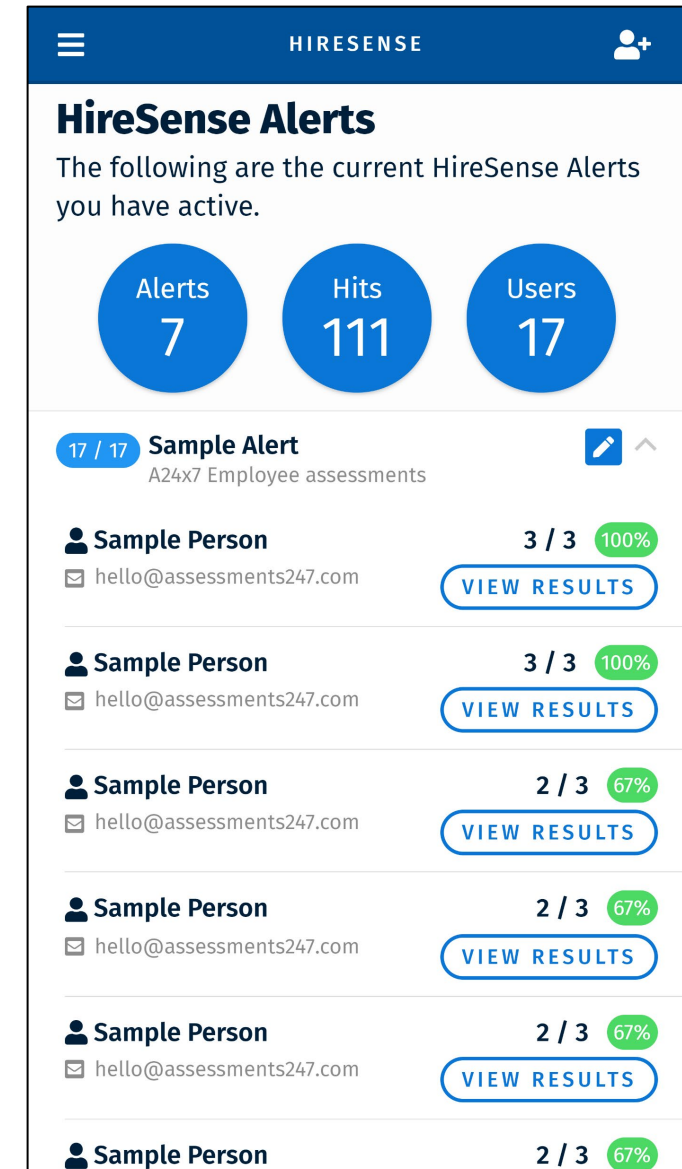
Questions based on John's assessment results.

Thinking Style Questions Questions to ask John based on their thinking results.

Behavioral Style Questions Questions to ask John based on their behavioral results.

Motivational Style Questions Questions to ask John based on their motivational results.

- ☐ How do you maintain work/life balance? How do you express your creativity?
- ☐ "When you are faced with a situation do you first consider how it will affect you, or how it
- ☐ What is best about teamwork and collaboration? Give an example.
- ☐ What role do you typically take in a group? Give an example.



Hire the Expert

We do it!

- Initial Phone Consultation
- Identify Ideal Candidate
- Create Benchmarks
- Send Assessment Invitations
- Comprehensive Overview
- Review Results
- Candidate Interviews
- Selection & Hiring
- Development Opportunities

Become the Expert

You do it!

- Full Certification in DISC, Motivators, Critical Thinking/HVP, & HireSense
- Create Benchmarks
- Send Assessment Invitations
- Review Results
- Candidate Interviews
- Selection & Hiring
- Development Opportunities



COACHING

Coaching with

HireSenseTM

Angie Fairbanks, Coach of Coaches



TO LEARN MORE...

www.hiresense.com

Contact us at hello@hiresense.com

**Remember to complete the survey!*