



Job-Behaviour Assessment

What is it?

A customised approach to candidate selection based on the exact behavioural requirements of a specific job.

What will it do for my business?

✓ **Speed up and improve candidate selection:** CV paper-sift can be extremely time-consuming, not to mention hit and miss. The Job-Behaviour Assessment approach to candidate selection imposes objectivity and rigour whilst minimising your effort.

✓ **Help avoid costly mistakes:** Job interviews in isolation can be a weak indicator of future success. Interviews provide the opportunity to explore a candidate's experiences, skills and motivations. The interview doesn't provide any great understanding of how well a candidate's natural behaviours match those required by the job; Job-Behaviour Assessment solves this.

✓ **Sharpen your interview process:** Using behavioural insights both strengths and liabilities can be thoroughly explored in an interview setting.

✓ **Provide you with a powerful ongoing development tool:** A detailed behavioural report of the successful candidate provides unique insights into both the behavioural strengths and liabilities of the successful candidate, forming the basis of an ongoing development conversation.



How it works

1. The recruiting client is interviewed by a qualified Clearsight Executive coach and the behaviours required to successfully perform the job are determined, prioritised and fed into an assessment model.
2. Using the results of step 1, interview candidates complete an online questionnaire (10-15 mins) which has been carefully developed to ensure statistical validity and reliability.
3. The results of each candidate's response is analysed and a proximity map is produced. The map shows graphically how closely the natural behaviours of each candidate match the ideal behaviours of the job.
4. A detailed behavioural report for the top 3 candidates is produced and the recruiting client debriefed.

Fee structure

Development of Job-Behaviour model £1,899 +VAT. Each candidate assessment £179 +VAT

Once a job has been assessed the model can be re-used at any point in the future providing the job remains unchanged.

Contact info@clearsightexecutive.com for more information.