

Candidate Recruitment Solutions





Candidate Profiling

- Candidate Profiling, powered by The GC Index[®] is a powerful addition to your existing recruitment process, allowing you to assess and select candidates by the real impact they can bring to an organisation.
- By using Candidate Profiling, you will not increase the duration of your hiring process, as you will not need to retrain your recruiters.
- We start with an initial briefing meeting with you and/or your client, where we will build an understanding of the requirements for the role and the business outcomes the client will need from a successful candidate.





Candidate Profiling

- > Each candidate is sent an email link to undertake a **15-minute online test.**
- > A detailed **The GC Index**[®] **profile is generated** for each candidate.
- We then run a 30-minute 1:1 session with each candidate, reviewing their profile and sharing insight into how best to represent their strengths at interview and understanding additional context around the business contribution they make.
- We draw up a Candidate Profile Report using the data we have collected, outlining the impact and contribution of the candidates and identifying important differences between them.
- If required, we will go through the report with you, during a 1-hour debriefing meeting, to ensure you have the relevant information to help review the output with your client.

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Powered by The GC Index[®]

- The GC Index[®] is the organimetric that offers insight into the real business impact of individuals.
- It shows individuals, teams and organisations, how they can make their **best contribution**, to **drive outcomes** and **boost performance**.



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Resilience and Well-being

- The GC Index[®] doesn't measure personality type, skills or leadership qualities, instead measuring the individual's preferred way to contribute to a project, role or organisation.
- It is truly revolutionising the way that individuals, teams and organisations operate, shifting mindsets to focus on impact, rather than simply qualifications and personality.



Benefits of using Candidate Profiling - Recruiter

- > Candidate Profiling, powered by The GC Index[®], provides the following benefits:
 - > Insight into the tangible **business impact** of candidates.
 - Candidate coaching and feedback.
 - > **Comparative data** about candidate impact.
 - > **Reduced hiring risks** through better information.
 - > No increase to the duration of your campaigns.
 - No long-term commitment you buy the service on a campaign-by-campaign basis and you decide when you need it.
 - No need to retrain your team of recruiters we use accredited and experienced GCologists working on your behalf.





Benefits of using Candidate Profiling – Client

- > Candidate Profiling, powered by The GC Index[®], provides the following benefits:
 - A common language for a successful dialogue around the impact and contribution you need the successful candidate to make.
 - > Clarity into **what gaps exist** in your current team.
 - > Insight into the tangible **business impact** of candidates.
 - > Ensuring the **right fit of candidate** to the role.
 - > Ability to compare candidates and **understand their relative impact**.
 - > **Reduced hiring risks** through better information.





Candidate Profiling Report example

Individual Profile



Observations and pointers



THE GC INDEX* YOUR PROFILE SCORES HOW TO INTERPRET THEM PROFILE SCORES PROFILE SCORES PROFILE SCORES YOUR GC INDEX® PERSONAL PROFILE SCORES 1 - 34-6 7-10 If you have a role profile If you have a role profile score If you have a role profile score of 1 to 3 it suggests of 4 to 6 it suggests that you score of 7 to 10 it suggests that you have little energy may have some energy and that your natural energy and or inclination for this role inclination for this role but not inclination is to take on this 🔹 You may tend to avoid role: predominantly so. role. of this sort when you can If and when you take on these Your ability to be effective roles, success is likely to be more dependent upon As a consequence you may within the role will depend not have developed the upon your experience and requisite skills to perform well in these roles. discipline than the inherent satisfaction you may derive the degree to which you have had opportunities to from the role. Other roles may develop role-related skills. engage you more readily or you may prefer to engage in different activities and roles at different times. o o o o o

YOUR PROFILE SCORES NDERSTANDING YOUR PROFILE NG THE GREATEST IMPACT IN YOUR ORGANISATIO score is for Game Changer. People with Game Changer scores are very open to new ave the imagination to envisage what is possible in ways that others don't. They are ed by the 'tried and tested' and will often challenge and question received wisdo fitional ways of doing things. The clarity with which they see possibilities, often coupled a frustration with the way things actually are, drives them to initiate change. This drive is ive -fuelled by a need to turn an idea into reality. drive for perfection is also reflected in your score for the Policher role. Polichers will often se e in perfecting products, processes and procedures with a focus upon cont ovement. In addition, your low score for Implementer suggests that you will often struggle t ttle for 'good enough' rall, your profile describes someone who will have most impact when they are engaged in iping transformational ideas and possibilities. You are likely to feel most energised when aged in 'leading edge' thinking. The challenge will be to 'take people with you' when it come ossibilities and: in this regard, you may benefit from developing your Play Maker skills in such way that you can recognise, value and focus what others bring to the process of change.

THE GC INDEX*







Candidate Comparison Report example

Individual Profiles



Headline Observations

A A has a strong Strategist/Implementer profile. He will want to shape strategy and direction and, with direction set, he will bring energy and urgency to action. He will look to others for creative thinking and a rigorous attention to routine details.	B has a strong Implementer/Polisher profile. He will bring energy and urgency to getting things done – Implementer, and to a high standard when it matters – Polisher. He will look to others for strategic direction.	В
C C has the strongest Play Maker profile in the team. He will want to nurture a sense of team work and shared endeavour. A collegiate and collaborative team culture will matter to him.	D has the strongest Game Changer profile in the team. He will want to bring new ideas and possibilities to the team. His Polisher profile also suggests that he will bring energy to converting ideas into reality. His drive may seem relentless at times.	D





Contact us now to discover how Candidate Profiling, powered by The GC Index® can enhance your business.









