



# Candidate Recruitment Solutions

# Candidate Profiling

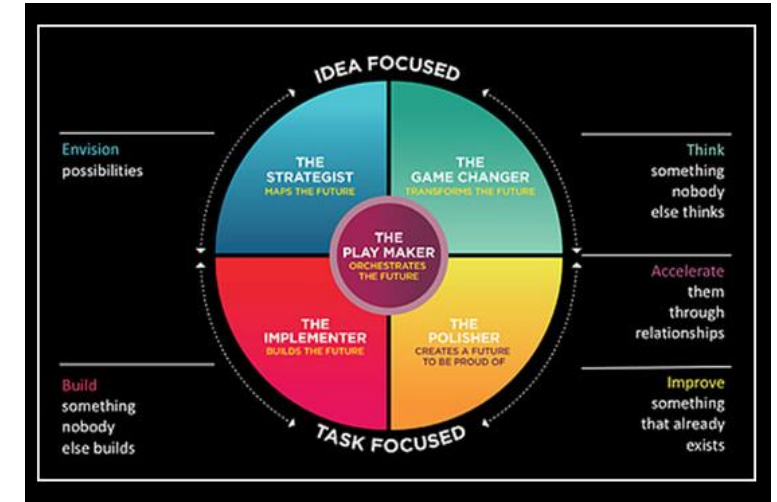
- **Candidate Profiling, powered by The GC Index®** is a powerful addition to your existing recruitment process, allowing you to assess and select candidates by the **real impact** they can bring to an organisation.
- By using Candidate Profiling, you will **not increase the duration** of your hiring 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.

# 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**.
- 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

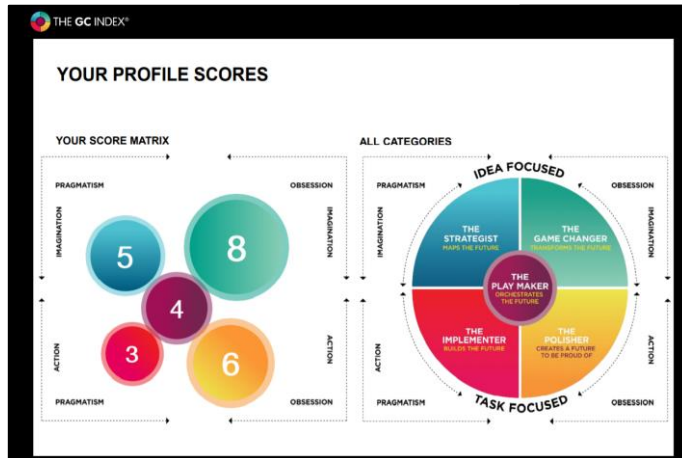
- Candidate Profiling, powered by The GC Index®, provides the following benefits:
  - Insight into the tangible **business impact** of candidates.
  - **Candidate coaching** and feedback.
  - **Comparative data** about candidate impact.
  - **Reduced hiring risks** through better information.
  - **No 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

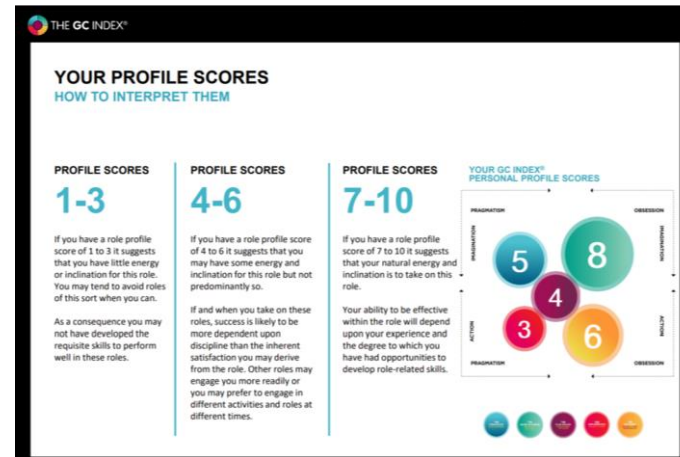
- Candidate Profiling, powered by The GC Index®, provides the following benefits:
  - **A common language** for a successful dialogue around **the impact and contribution** you need the successful candidate to make.
  - Clarity into **what gaps exist** in your current team.
  - Insight into the tangible **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

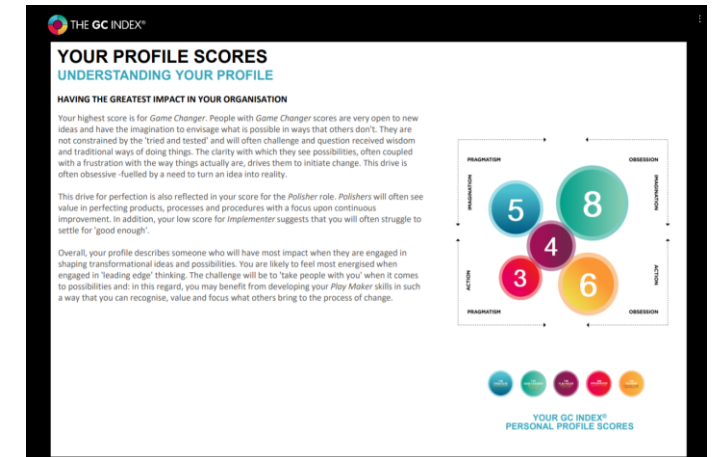
## Individual Profile



## Profile explained

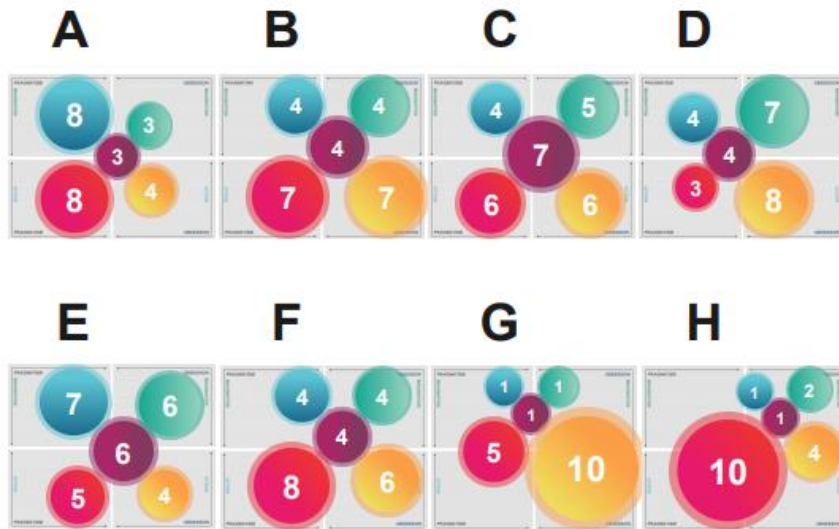


## Observations and pointers



# 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**

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.

**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**

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.



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

# THANK-YOU!

