

Program Description

Hiring, Recruiting & Retention

Hiring with Accuracy

- **First, benchmark the job!**
Define job key accountabilities with accuracy. (Online Assessment.)
- **Second, assess personal talent!** (Online Assessment.)
Reveals true behaviors applicant will bring to the job.
Identifies whether the applicant really possesses the attributes needed for the job.
- **Third, match the talent to the job!**
Replace common biases often involved in the selection process with factual data.

Best approach is to have a hiring process that is based on specific metrics, as opposed to many current strategies that are quite subjective in nature. A systematic approach using a critical tool, such as the DISC Assessment, helps ensure that insights can be easily leveraged throughout an organization.

The DISC Assessment is not just a stand-alone tool for interviewing, but a tool and model that has applications that improve communications throughout a whole organization. And, because of the non-judgmental nature of the DISC Assessment, it promotes increased receptivity and consistency, often lacking in the best of well intended new initiatives.

Value: Using the DISC Assessment Tool will help you develop a concrete plan for reducing turnover costs. This approach supports increasing the effectiveness of Employee Development Programs and Performance Review Appraisals.

Author: Bonnie Burn, founder of DISCcert, has 25 years expertise in designing, training, & consulting. Her business-partner relationships cover the whole gamete of industries, from High-Tech/BioTech to Government and from Entrepreneurship to Merger-Buyouts. Bonnie's two books, "Flip Chart Power," and "Assessments from A to Z," (Jossey-Bass Publishing) have helped position her as a Nationally Acclaimed Trainer.