

# Unlock the Power of DISC in Your Recruitment Process!

Are you looking to make more informed hiring decisions? Incorporate DISC assessments into your recruitment process and gain valuable insights into your candidates' behavioural tendencies, communication and work styles.

## Benefits of using DISC for the final stages of the recruitment process

### Deeper Candidate Understanding

- Uncover behavioural tendencies and communication styles
- Gain insights beyond resumes and initial interviews

### Tailored Interview Questions

- Customise questions based on candidates' DISC profiles
- Explore specific traits and skills relevant to the role

### Improved Team Dynamics

- Assess how candidates will add to or integrate with existing teams
- Build diverse teams with complementary strengths

### Enhanced Culture Add

- Evaluate alignment with company values and work environment
- Reduce turnover by ensuring better job satisfaction

### Objective Decision-Making

- Minimise unconscious bias in the hiring process
- Make data-driven decisions alongside traditional methods

## How It Works:

1. Candidates take a short DISC assessment (typically 10 minutes)
2. You and the candidate both receive a comprehensive report on their behavioural profile
3. Decide which level of support you prefer and book a meeting with People Matter Coaching and HR to explore possible areas of focus for the final interview:
  - i. *Bronze* – we provide a written document on areas we suggest you focus your questions / discussion on
  - ii. *Silver* – we discuss the areas we suggest you focus your questions / discussion on (~30 minutes)
  - iii. *Gold* – we target your needs for the role and organisation and discuss the areas we suggest you focus your questions / discussion on (~30 minutes) plus send a follow up email with potential questions.
4. Use insights to develop targeted interview questions
5. Conduct more effective final-stage interviews
6. Get to know the candidate on a deeper level

Ready to elevate your recruitment process?

Contact us for details and pricing.