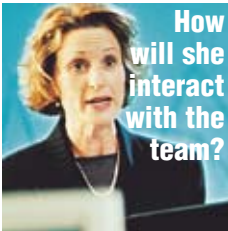
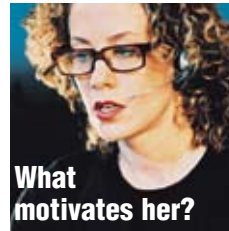


UNDERSTANDING BEHAVIOUR THE KEY TO SUCCESSFUL RECRUITMENT

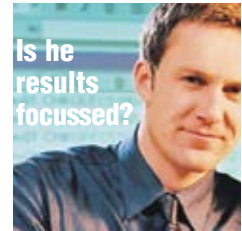
They possess the skills
to do the job ✓



They have the experience
to do the job ✓



BUT WILL THEY DELIVER RESULTS IN OUR BUSINESS ?



“We hired them for their skills and experience and fired them later because their behaviour did not deliver results.”

- Anon

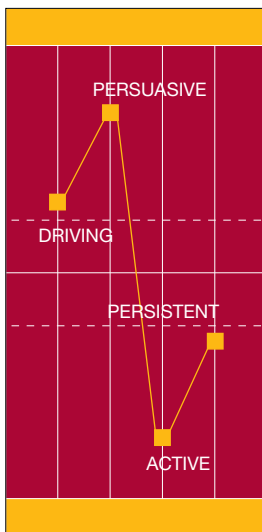
Before you hire...in addition to providing you with highly skilled and experienced candidates, A.R.S. Recruitment will provide you answers to the key behavioural questions above by applying Behavioural Workstyle Analysis and Cognitive Ability Testing on all shortlisted candidates in Total Quality Recruitment assignments.

This will eliminate most of the performance uncertainties about the candidate and will contribute to a higher success rate in recruitment, lower staff turnover, lower costs and higher business performance.

WILL BEHAVIOUR DELIVER RESULTS?

Behavioural Workstyle Analysis

D I S C



Personal Profile Analysis

- Approach to problems and challenges
- Interaction with and influencing people
- Reaction to change and activity levels
- Compliance with rules set by others
- Reaction to stress

Role Analyses and Behavioural Audits

- Management behavioural attributes
- Sales behavioural attributes
- Customer Service behavioural attributes
- Technical/Admin behavioural attributes

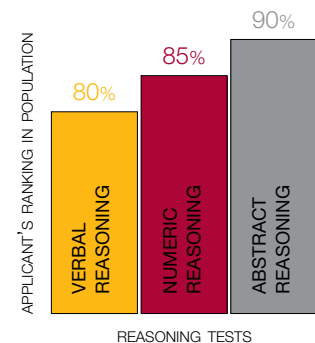
How To Manage & Motivate

- How best to motivate.
- How best to communicate.
- How best to delegate.
- How best to support, develop & control.

REASONING SKILLS?

Cognitive Ability Testing

- ✎ Ability to solve problems and understand concepts quickly.
- ✎ Ability to learn and apply new knowledge.
- ✎ Ability to deal effectively with new challenges.



PERFORMANCE = SKILLS + EXPERIENCE + BEHAVIOUR