

PREDICTIVE HIRING WITH D.I.S.C.

HARNESS ONE OF THE WORLD'S MOST POWERFUL PROFILING TOOLS



WHY IS DISC PROFILING A GREAT RECRUITMENT TOOL?

Taken by over a million people each year, DISC is a powerful psychometric tool that can help recruiters and hiring managers find the right person for the team, culture, industry and the job role.

As a recruiter, you will find yourself constantly facing this scenario:-

You advertise a position and are inundated with resumes. Where do you even start? Let me show you how harnessing the power of DISC Profiling can make hiring process easier, faster and more accurate.

FOUR BENEFITS OF DISC

- 1** **Narrow down your candidates**
Go beyond the skills, education, and previous experiences in a resume. Whilst these are important, they don't necessarily exhibit some of the key attributes you may be looking for in a position. The DISC assessment can be sent to every applicant by sending them a quick link via email, and is used to determine whether a candidate has some of the key strengths necessary for the job before shortlisting them for an interview.
- 2** **Simplify the interview process**
Rather than going through the typical "Tell me about yourself." question, the DISC Report will provide you key information about a candidate so you can ask specific questions directed at their key strengths or limitations. For instance, if you are interviewing a high "D" for a customer service position, you'll be able to dive deeper with your questions to determine whether or not they have the empathy and listening skills required for the position.
- 3** **Find the right culture fit**
DISC measures natural behavioral tendencies, it helps you to understand how an individual is likely going to act and react in certain situations. Technical skills are often easy to teach to a new employee, but behavioural traits are hard to change. DISC is a powerful tool in predicting how a candidate will interact with others and approach tasks, which is vital information to have when selecting a new employee.
- 4** **Reduce turnover by hiring right the first time**
The result of getting the right person on board is not only more motivated and productive employees, but also employees who stay with the organisation and in their positions longer.

Are you ready to recruit smarter? Send an email to Charissa from [Impact Persona](#) to discuss your needs and discover how I can help you get the most from DISC Profiling.