

The right personalities in the right roles

Are you recruiting to ensure all of your employees are in the roles that best suit them? If not, there's a chance some of your team could be bored, disengaged or demotivated at work. This could be causing a massive drain on revenue, but is very preventable. Check out Accela's top tips for proven success:

Tip #1

Ensure job competencies clearly outlined

- Define relevant competencies for each role
- Record centrally
- Articulate competencies at every stage of recruitment process

Tip #2

Test for required cognitive ability

- Consider cognitive requirements of job role
- Match test to requirements
- Evaluate output in relation to candidate pool

Tip #3

Test for desirable personality fit

- Consider how key competencies relate to differing personality types
- Will job design allow candidates to thrive and succeed?

Tip #4

Test for approach to key organisational values

- Decide most important organisational values
- Consider test responses in relation to identified values

Tip #5

Build in to recruitment process

- Apply testing process for all candidates
- Make available on line for easy participation and analysis of results
- Ensure tests are relevant to job role and key competencies

Tip #6

Use test results to inform interview questions

- Link interview questions to self-disclosed areas of strength and self-improvement
- Have candidate discuss the areas relevant to job competence more deeply

Want to know how Accela can assist?

Contact us at info@accela.com.au or call +61 2 9368 7969 for a complimentary review of your recruitment process.