

WEBINAR

ARE WE A MATCH?

HOW TO USE BEHAVIOURAL TESTING TO
DETERMINE THE RIGHT CANDIDATE FIT

SCOUT TALENT
SEE PEOPLE FIRST





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WEBINAR

HOUSE KEEPING

- Your microphones are on mute and we can't hear you, however we absolutely encourage your participation!
 - If you have any questions or comments please type them in the GoTo Webinar Action Pane on the right side of your screen.
 - We will try to address these throughout. We will also leave time at the end to go through your questions and share our contact details.
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- Duration: 30-40 mins
 - If you experience any technical difficulties at all, please let us know via the GoTo Webinar Action Pane and we'll happily help.

WHAT WE'LL COVER TODAY

1. What is behavioural testing?
2. Why conduct behavioural testing?
3. Who can benefit?
4. Example McQuaig Job Survey
5. Example McQuaig Word Survey
6. Analysis
7. Myths and facts



QUICK POLL

Do you tend to hire people based primarily on *skills & experience* or *behaviour & fit*?

Skills & experience

Behaviour & fit

Both

Unsure

WHAT IS BEHAVIOURAL TESTING?

- Definition of behavioural testing
- History of behavioural testing
- Introduction to McQuaig Surveys

WHY CONDUCT BEHAVIOURAL TESTING?

- Define behavioural attributes in your ideal candidate
- Inform your face-to-face interviews
- Strengthen recruitment decisions
- Develop your team as a progression management tool

PROVEN BENEFITS

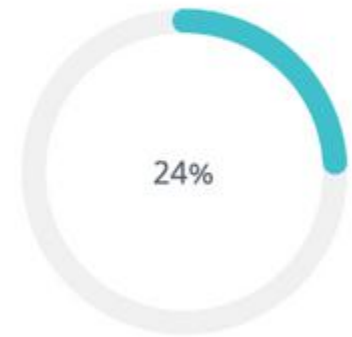
Improved Time to Hire



Reduction in Turnover



Reduction in Hiring Costs



WHO CAN BENEFIT FROM BEHAVIOURAL TESTING?

ALL INDUSTRIES

Professional services

Retail

Government

Health

Manufacturing

Non-for-Profit



QUICK POLL

For what purpose would you use behavioural testing?

- Assessing candidates' fit for the job
- Learning and development
- Tailoring interview style
- Tailoring leadership style
- All of the above

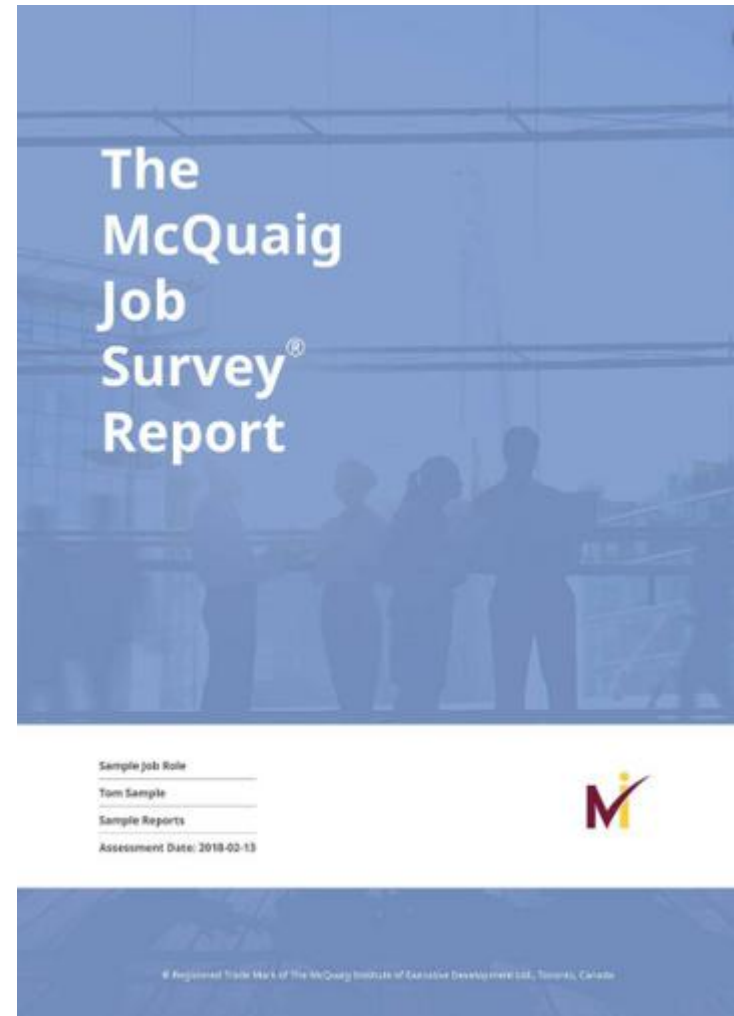


MCQUAIG JOB SURVEY

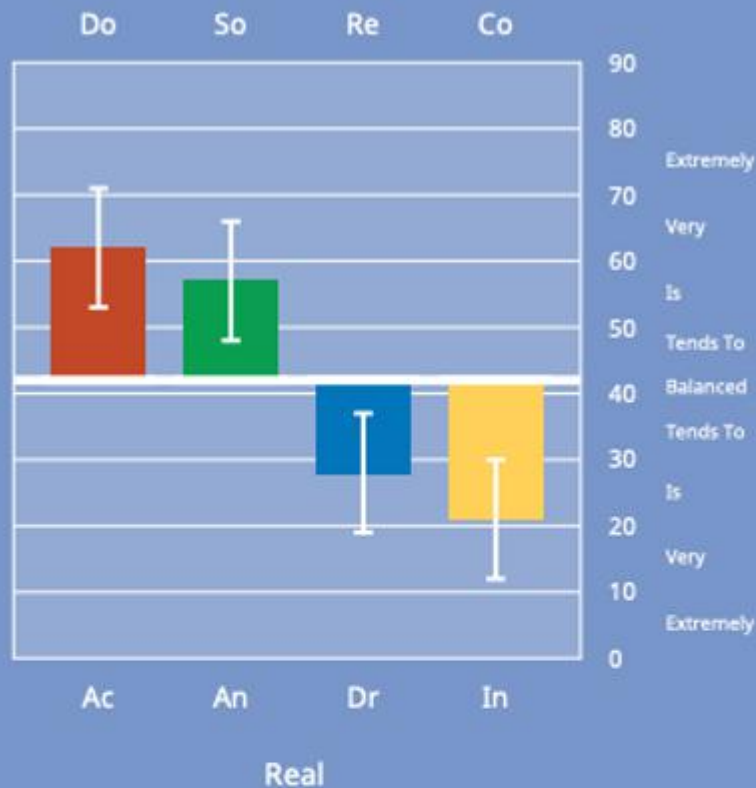


MCQUAIG JOB SURVEY

- Completed by hiring manager
- Questions to assess specific temperament/behaviour patterns for the position
- Interpretation Report - potential considerations for managers
- Leadership profile - requirements for the position
- Interview guide - recommended behaviours, based on the questions.



MCQUAIG JOB SURVEY EXAMPLE



BEHAVIOURAL SCALES



(Competitive, Goal Oriented ↔ Deliberate, Cautious)

(Empathetic, Extroverted ↔ Logical, Task Oriented)

(Patient, Reliable ↔ Restless, Pressure Oriented)

(Conscientious, Detail Oriented ↔ Strong Minded, Persistent)



MCQUAIG WORD SURVEY

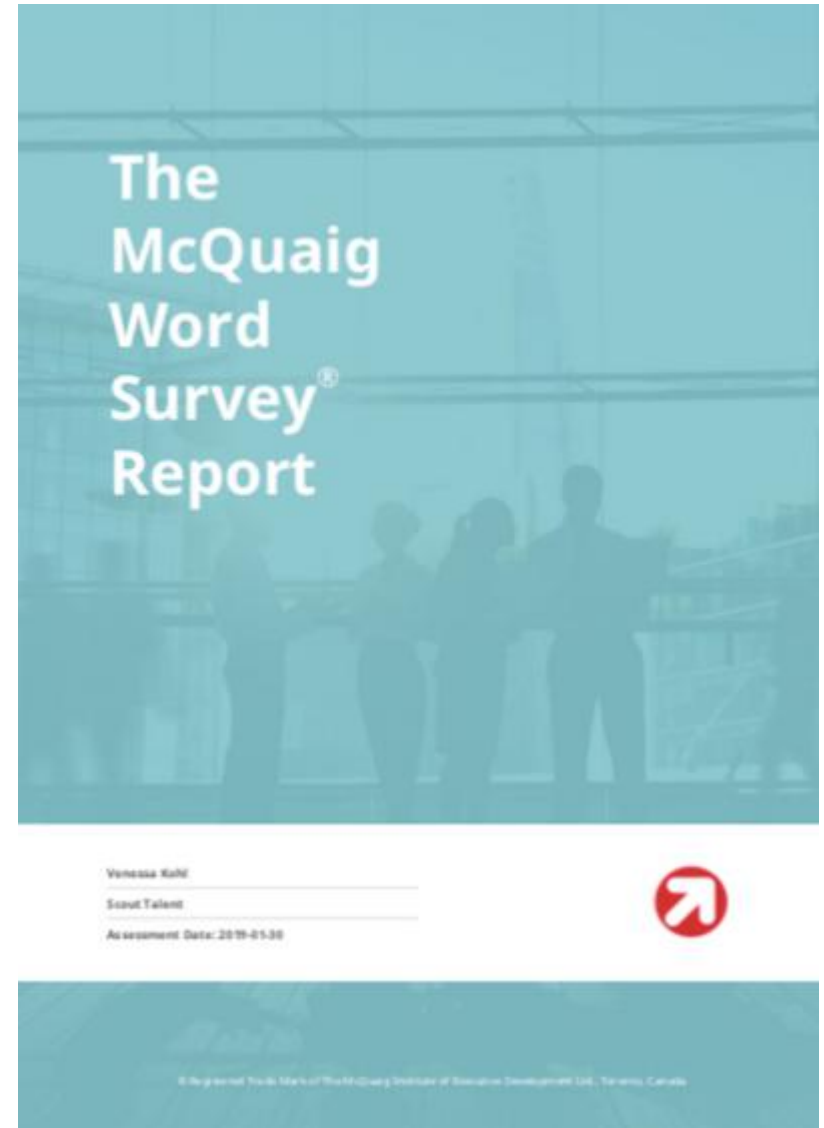


MCQUAIG WORD SURVEY

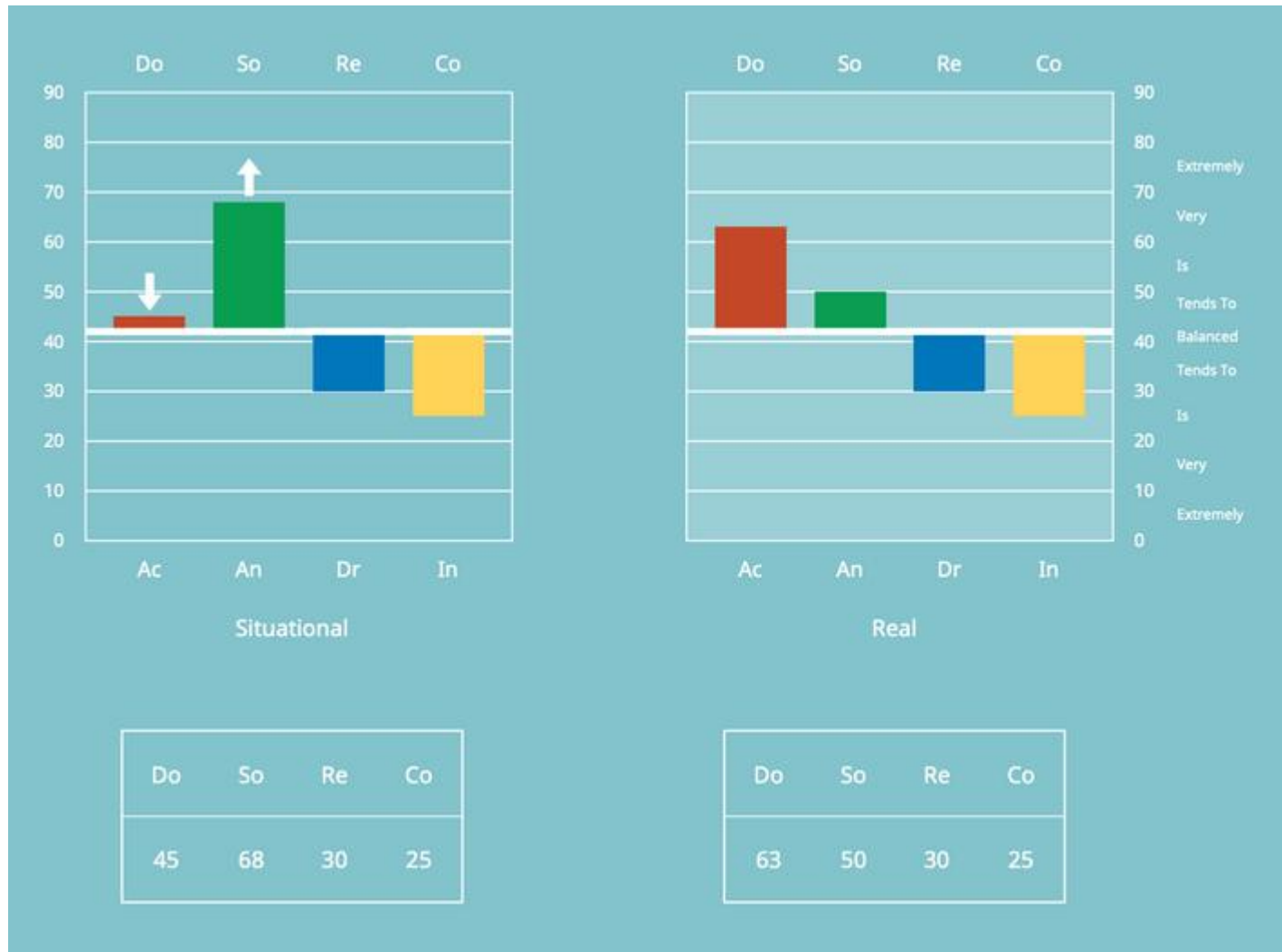
- Completed by candidates

A behavioural assessment that uncovers:

- Behavioural qualities
- Interview guide suggestions
- Potential assets / developmental considerations
- Managing and coaching tips.



MCQUAIG WORD SURVEY EXAMPLE



POTENTIAL ASSETS

1

Very ambitious and achievement-oriented, they thoroughly enjoy competing with others and being able to tackle tough assignments. They:

Are focused on results, go directly to the heart of a problem to get things done and will not be distracted from their goals.

Think of themselves as a winner and are comfortable pioneering solutions and overcoming obstacles.

Can accept risks, face resistance, take chances and be accountable for the bottom line.

Readily assume responsibility for the work of others, accept authority over them and will fight for success.

2

Independent and decisive, they are capable of thinking autonomously, using their initiative and acting on their own. They:

Believe their ideas are right and will usually show a determination to get their own way.

Want to keep at it until they get results.

Are capable of making decisions, standing up against some resistance from others and sticking to something they believe in.

3

Restless and driving, they are energetic, work well under pressure and enjoy working to tight deadlines. They:

Can adjust to change and are quick to respond to new situations.

Have a sense of urgency and like variety.

Are active, good at juggling different projects and will push themselves and others to get results quickly.

4

Sociable and outgoing, they understand people, see their points of view and get along well with others. They:

Are optimistic, trusting and show confidence in situations involving others.

Are persuasive, make a good impression, enjoy influencing and selling ideas to others.

Can usually motivate people because they relate well to them.

COMPARING RESULTS: ASSESSMENT OF JOB FIT





MYTH: a "does not match" result means the candidate is not right for the role.



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FACT: A strong behavioural match is the "*cherry on top*". There are also other factors to consider including experience and qualifications. These surveys highlight where the gaps are and they allow you to request more detail in the face-to-face interview stage.

USES FOR MCQUAIG

Recruit

Benchmark

McQuaig Job Survey

Define and benchmark
behavioural job requirements

Assess

McQuaig Word Survey

Individual temperament
Individual morale in current role

Interview

McQuaig Job Fit (Interview Guide)

Gap report, interview structure,
interview questions

Manage

Understand

McQuaig Word Survey

Interpretation report
Assets and development areas
Management Overview

Motivate

McQuaig Word Survey

Coaching and development
strategies
Motivating factors

Team Fit

McQuaig Word Survey

Team Approach
Management Overview

Develop

Learning Style

McQuaig Word Survey

Developmental learning style

Leadership

McQuaig Word Survey

Leadership Style
Selling Style

Self Development

McQuaig Self Development Survey

Understand yourself
Strength based action plans

THE BENEFITS OF KNOWING THE RESULTS

- Assess good fit for the role
- Understand where the gaps are
- Train new recruits
- Manage and develop existing staff.

BENEFITS OF ONLINE LEARNING

- Great opportunity to customise training
- Provides diverse learning options
- Helps upskill your existing talent
- Assists with progression training.





ONLINE LEARNING DEMONSTRATION

If you are interested in an online learning demonstration
please contact our specialist,
steven.winter@scouttalent.com.au
or 07 3330 2595

We will send you an email with further details.

IN SUMMARY

Behavioural testing:

- is an excellent way to assess candidate fit
- is suitable for organisations of all sizes, in all industries, and for all roles
- should inform your decision, not rule it
- address potential gaps
- allows you to tailor your learning & development and leadership style
- enables you to conduct more informed face-to-face interviews



COMPLIMENTARY OFFER

By attending today's webinar, you are eligible for a complimentary McQuaig Job Survey with an analysis from our Shortlisting & Selection Specialists. (RRP \$150)

We will send you an email with further details.



QUESTIONS

THANK YOU!



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