



SELECTING THE FUTURE DECIDING WHAT GOOD LOOKS LIKE

AIM: The aim of all selection programmes is to increase the level of precision in predicting future performance by measuring those behaviours of potential candidates who will bring success to your business. The basis of this 'best practice' approach is to define target levels of behaviour competence, and collect objective data to inform a judgement on the degree of fit with these target levels.

STAGE 1: DEFINING REALISTIC TARGET LEVELS:

The first step is to create a list of behaviours that will drive business success for 3 or 4 different types of role or function (e.g. Delivering the Business, Supporting the Business, Developing the Business). Then, define different levels of competence for each behaviour to create a graduated set of measurable performance standards and specify the level of competence required for different roles and for different levels.

STAGE 2: IDENTIFYING A DEGREE OF FIT:

The second step is to use the most objective methodologies like psychometrics, simulated assessment exercises and structured interview schedules to collect data and standardise the information gathering process. Individual candidate reports can then be produced to indicate the percentage 'degree of fit' with the behaviour competency target levels, as well as a scaled recommendation on the probability of success in a future role.