

Recruitment Psychometric Assessment Tool

DISC Personality Profiling

⌘ Want to know who you
are really interviewing?

⌘ Want to increase your
chances of selecting
the right candidate?

⌘ Want to gain clarity how
a candidate will perform
in real life scenarios?



KIKI KIRBY
COACHING



If you answered **YES** to any or all of the above questions, then **DISC Personality Profiling Tool** is your answer.

Recruitment is a significant cost to any business and picking the wrong person can have massive repercussions for your business. Waste of management time, cost of induction, training and the impact on productivity and performance.

How can DISC help you

- ✓ Gives you an insight behind the face and the CV
- ✓ Helps you understand how candidates are wired
- ✓ Helps you understand candidates in minutes

Benefits

- ✓ Reduce the risk of picking the wrong candidate
- ✓ Cost savings on recruitment, induction, training and productivity
- ✓ Management time spent on recruitment
- ✓ Create a personalised action plan for all new starters

DISC can identify

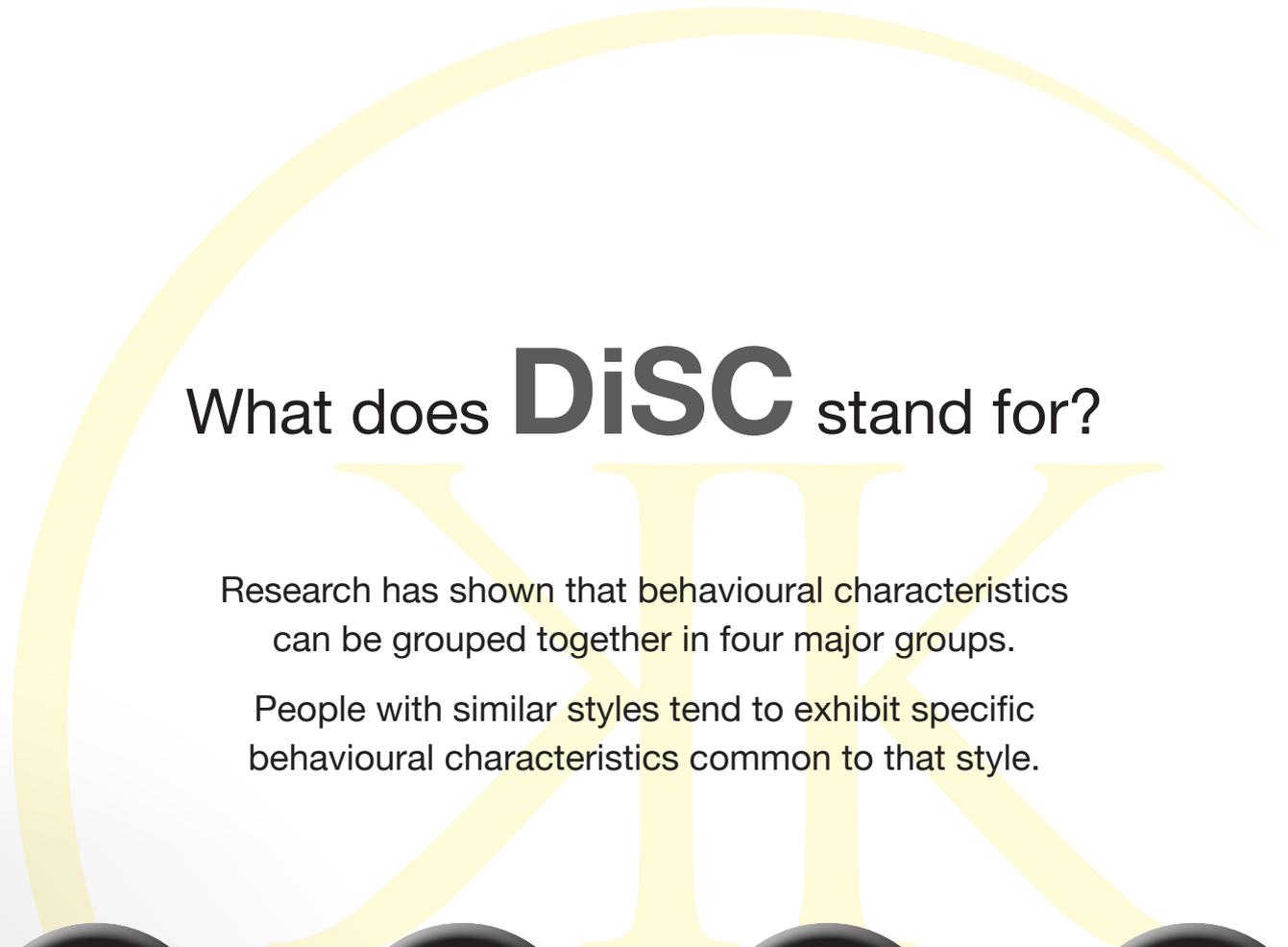
- ✓ Motivational drivers
- ✓ Positive characteristics
- ✓ Response to pressure
- ✓ Preferred working environments
- ✓ Strengths and challenges
- ✓ Goal setting preferences
- ✓ Achievement of goals
- ✓ Decision making strategies
- ✓ How they like to be communicated with
- ✓ How they communicate with others
- ✓ Greatest fears
- ✓ A persons value to a team



What does **DiSC** stand for?

Research has shown that behavioural characteristics can be grouped together in four major groups.

People with similar styles tend to exhibit specific behavioural characteristics common to that style.



D

Dominance

People with 'D' personalities are assertive, driven and self-confident. They may be forceful and direct because they are focused on getting immediate results.

i

Influence

The 'I' style of people are enthusiastic, talkative and optimistic. They are friendly and make great communicators but can sometimes be impulsive and disorganised.

S

Steadiness

'S' style people are good listeners and make great team players. They are practical and have a calm approach but maybe over-accommodating or indecisive.

C

Conscientious

Those who fit into the 'C' style are reserved, precise and cautious. They like to analyse things carefully but often overthink things and can be overly critical.

What they say...



"I have been using psychometric profiling for over 20 years but DISC is the best assessment tool on the market. It has given me such self awareness of how I am as a person, how to manage myself and how to work to get the best out of my personality type. It has also helped me to understand other personality types, how to adapt my style to work with them which has helped to build stronger and sustainable relationships."

Trisha Barker - Entrepreneur

"Having heard about DISC profiling I was very keen to know more about it. Having a session with Kiki was fantastic to understand not only my own personality type but a detailed breakdown of how my DISC type can best communicate with others.

Kiki talked me through the whole package and helped me understand the practical ways I can use all this information in my day to day working environment and addressed my questions thoroughly and professionally. In my working environment knowing more about my strengths and habitual tendencies I feel more confident dealing with my tasks and colleagues."

Andre Hodges - Technical Manager



Kiki specialises in helping corporates and SMEs have the right people in the right roles, doing the right things at the right time. This ensures that the teams are meeting their business objectives and contributing to the success and profitability of the business.

Kiki has worked in HR, Recruitment and Talent Management for over 15 years with an accolade of awards for her excellence in recruitment and coaching. For the past 5 years Kiki has run her own business specialising in helping businesses and leaders around mindset, communication and performance. Psychometric Profiling is an excellent tool and she believes all businesses should imbed DISC as part of their standard recruitment and talent management.



Working with Kiki is **Eleni Kirby**, Coaching Assistant at Kiki Kirby Coaching and during the DISC process you will get to know Eleni as she is responsible for the administration and organisation of the business. Eleni has a background in customer relations and travel and has an extremely organised and methodical in her approach.

Get started...

For more details or to purchase your **DISC profiles**, contact Kiki Kirby at hello@kikirbycoaching.com or call **07734 469482** • www.kikirbycoaching.com