

Getting The Best Fit

Employee profiling is a great tool to assist in the decision making process when

- Recruiting
- Promotion
- Selecting for development programmes
- Setting development targets
- Succession planning

U Flourish can offer **Thomas International** and **Strength Deployment Inventory (SDI)** tools to meet differing needs. Tools can be accessed on line or administered on paper face to face.

Employee Profiling

Thomas International

Using a simple online or paper profile completed in less than 10 minutes assessments of four factors, Dominance, Influence, Steadiness and Compliance (DISC) are completed. This data can produce reports in

Personal Profile Analysis – identifying working strengths, fears, motivators, and the value a person brings to an organisation. It also looks at how they perform under pressure.

Management Audit – Strengths & Limitations in 6 key management competencies of managing & motivating, decision making, planning & problem solving, communication style, administrative ability, and how they develop others.

Interview Question, How to manage, Strengths & Limitations, Training Needs Analysis and Job Profiling – A fantastic tool to match jobs to people and people to jobs highlighting a person's goodness of fit to a role.

Strength Deployment Inventory (SDI)

Through the completion of a paper based questionnaire participants gain a greater understanding of their personal strengths in relating to others. **Profiles can aid communication within groups and be a great team building tool.**

Additional profiles assess **Personal Strengths** and **Overdone Strengths** (or weaknesses) these can be compared to job profiles to assess a persons suitability for the job role

'Nurturing Talent, Delivering Success'

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