



Job and Candidate Profile Graph

Lloyd Morgan has developed a profiling model to ensure all essential role components are assessed during the recruitment process. Lloyd Morgan consultants utilise this comprehensive profiling approach to gather all relevant role data during the role-briefing phase.

The data is then mapped into Lloyd Morgan's Candidate Profiler and a range of assessment tools are used to assess the candidate's fit for the role. The model below details the six discreet components of a role and a summary of the tools used to assess the candidate's suitability with each of these.

- **Technical Skills and Discipline Awareness** – these elements are company/industry specific and often reflected through KPIs, KRAs and role purpose.
- **Behavioural Capability and Attributes** – assessment tools such as behavioral interviews, role-plays, simulation and psychometric testing are most useful in gathering data in these areas.
- **Defining Motivational, Career Fit & Culture Fit** – these elements outline what role/culturally specific factors are available, to motivate staff and maximise retention in order to sustain maximum performance. Preference interviews and motivational fit questionnaires are commonly used in assessing motivation aspects.

