

# TALK TO US ABOUT

## Open Questions

Create Open Questions for including in the online questionnaire. Ideal for gathering information in the recruitment process.

Question types available:

- Open Ended - "explain in your words"
- Single Choice - "which of the following describes you?"
- Likert Scale - "how much do you agree with the following statement" (scale -5 to +5)
- Rating - "put the following in order of preference"
- Multiple Choice - "Select 3 of the below statements you like best"
- Condition - "are you male or female? If male continue from Question 4"
- Open scale - "how much do you agree with the following statement" scale (1-10)

## Skills Based Tests

Reasoning Analysis:

- Abstract logical reasoning
- Understanding logical processes
- Visual reasoning
- Understanding social processes
- Numerical reasoning

Word association test

Memory test

Mathematical logical

Calculation

Reading statistics

Can be linked to Behavioural Analysis

Define an ideal score for the test

View and play with results on screen

Invite to take and reminder email feature

Global Benchmarking

## Open 360

Create Open 360 Reports. Numerous graphics, templates and interactive results on screen. Ideal for management development, coaching, personal development etc.

Question types available:

- Open Ended - "explain in your words"
- Likert Scale - "how much do you agree with the following statement" (scale -5 to +5)
- Open scale - "how much do you agree with the following statement" scale (1-10)

## Surveys

Create surveys for customer satisfaction, climate surveys, employee satisfaction surveys product feedback etc.

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- Likert Scale - "how much do you agree with the following statement" (scale -5 to +5)
- Rating - "put the following in order of preference"
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## Benchmarking

Benchmarking will allow clients to compare an individual to any group.

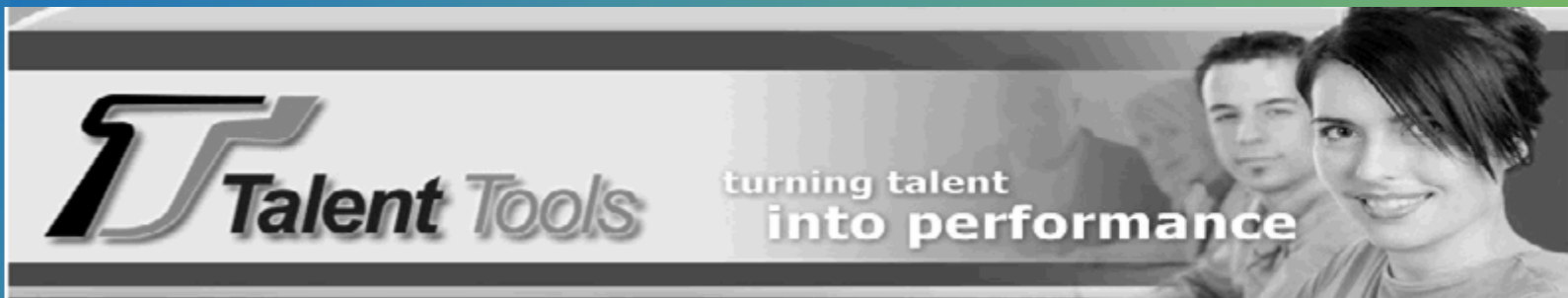
Types of benchmarking that will be available:

- My Benchmark
- System Benchmark
- Behavioural Analysis Benchmark
- Open 360 / Surveys Benchmark
- Reasoning Analysis Benchmark
- Global Benchmark
- Dynamic Benchmark

## Full Access

In the future clients will be able to have full access to FinxS which will include:

- Create and manage templates
- Create and manage Behavioural reports
- Manage access for own clients
- Create and manage Open 360's
- Create and manage surveys
- Manage product range for own clients



THE KEY TO A GREAT  
COMPANY IS EMPLOYING  
THE RIGHT PEOPLE

Extended DISC® can help  
you identify, retain and unlock  
potential in all employees



P 1800 768 569

Skype [Talent.Tools](#)

[Team@TalentTools.com.au](mailto:Team@TalentTools.com.au)

P 61 7 3103 0177

M 61 416 010 701

FinxS  
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## IDENTIFY



### Extended DISC® can help you identify the most suitable candidate using behavioural style analysis

- Determine the behavioural style that best suits the job description
- External and Internal Recruiting - candidates can be compared with a position
- Understand whether an individual's behavioural style suits their current job role
- Understand team fit
- Use the Behavioural Analysis report in the interview process

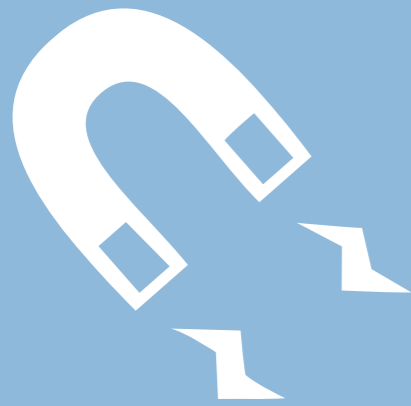
#### The 85/15 rule

According to research completed by Harvard, Carnegie and Stanford in the USA 85% of success in a job relates to inter-personal skills (behavioural style) and 15% knowledge

KNOWLEDGE

### Inter-personal skills

## RETAIN



### Analysis can help you to understand motivation levels and use this to retain your quality employees

#### UNDERSTAND:

- What motivates individuals
- Why employees could lose motivation
- The present environment and work role, and its influence on the individual
- What motivates individual employees
- How best to communicate with individual employees
- Understand the styles that suit specific roles & help individuals find a role that best suits their behavioural style

#### IDENTIFY:

- Employees who are losing motivation
- Possible reasons for non-performance
- Emotions that may impact on performance

#### COMMUNICATE:

- Understand an individual's unconscious behavioural style and listening style
- Understand how each team member communicates and improve communication between team members
- Understand personal behavioural style to improve communication with others

#### TOOLS:

- Use Behavioural Analysis Reports in performance reviews
- Compare reports from date of employment to current report

## UNLOCK



### Use our reports to unlock the potential in your employees

#### CAREER PLANNING:

- Understand how different styles suit specific job roles
- Help individuals find a role that best suits their behavioural style
- Ongoing development

#### PERSONAL DEVELOPMENT:

- Personal development - Once the job requirements are defined, a manager can use the information in coaching the person to reach their goals.
- An employee can use the information to define crucial points in their own development plan



## OTHER PRACTICAL USES

### Mergers & Acquisitions

Understanding the behavioural style of both entities to create efficient communication and efficiency in management

### Dispute Resolution

Specially designed Behavioural Analysis Report

### Team Development

Team Behavioural Analysis Report, Open 360 Report

### FinxS

The FinxS online platform gives enormous flexibility in reporting, allowing reports to be produced to the precise requirements of the client.