

Assessment Solutions for Hiring

The Discovery Process is an innovative, in-depth and reliable executive assessment tool designed specifically for business use. The questionnaire takes 15–25 minutes to easily complete online, with results that take hiring decisions, on-boarding of new employees, team and personal development to a whole new level. It is currently used globally by organisations such as KPMG, McDonalds and Citigroup.

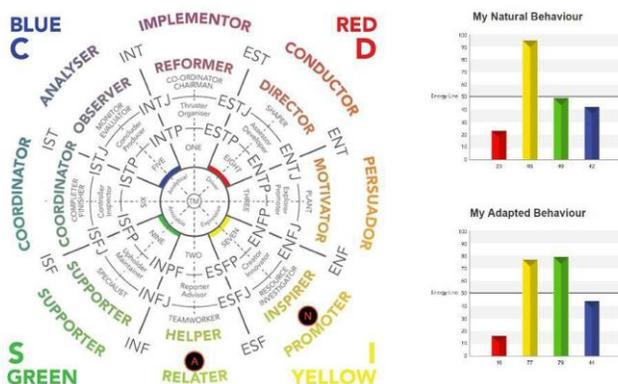
The Discovery Process utilises a value-metric science, Axiology, with 94.8% validity which measures 78 individual traits and ascertains how an individual thinks and makes decisions as well as how well poised they are, at an emotional level, to fulfil their potential. Alongside this, the assessment also measures a person's Value structure and Behaviours. Combining these three intrinsically linked areas provides results that give you a deep and reliable understanding of the individual.

As well as the assessment itself, **The Discovery Process** is a performance management consultancy that offers wrap-around services, delivered by Chartered Psychologists and professionally accredited coaches. These services include shortlisting reports, onboarding coaching, team facilitation and leadership coaching. We partner with Hoggett Bowers to deliver assessment solutions to their clients.

The assessment looks at the **how, why** and **what** of human performance.

How – Behaviours

The behavioural index used in **The Discovery Process** is the very latest interpretation of Dr William Marston's foundational work in the field of behaviour science.



The DISC model is the most commonly used behavioural assessment in the world and **The Discovery Process** version is the most contemporary interpretation of this theory available on the market today. Some of its refinements include: increased reliability and validity, an easier-to-use testing interface; greater personalised content.

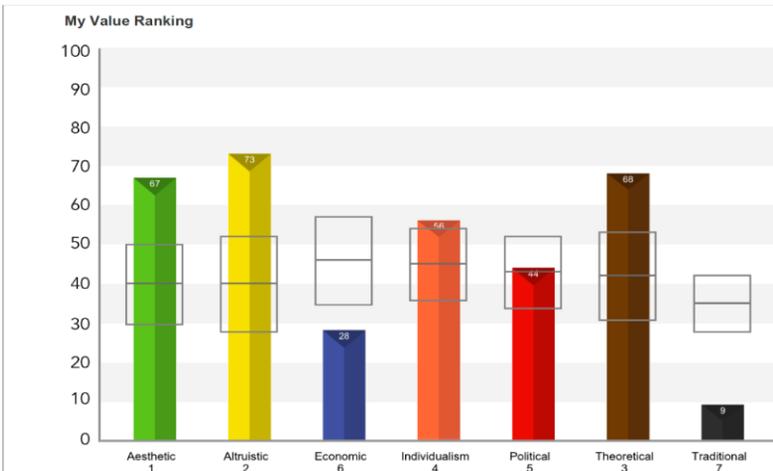
The Discovery Process enables a deeper understanding of the individual's unique behavioural strengths and tendencies. It identifies how they will: respond to problems and challenges; cope with the pace of the environment; deal with rules and procedures; influence others; function in your work environment and culture; and handle pressure.

The behavioural report provides insights into how the individual behaves naturally when they are truly thriving and how they adapt their behaviour. It gives insights into how to manage them and how to communicate with them to enable them to reach top performance quickly. It will also inform how they will fit into your current team and organisational structure.

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Why - Values

The values index used in **The Discovery Process** is the latest interpretation of the work of Dr Eduard Spranger's on human value, motivation and drive.



An individual's value structure is their blueprint for the world; it is what drives them out of bed in the morning and once understood is incredibly powerful due to their consistency across time and contexts, giving incredible impact.

From the Values report, we can:

- Measure what really drives the individual and what's important to them
- Measure their values, beliefs and personal interests
- Align their values with organisational culture
- Ascertain how to reward, recognise, motivate and engage the individual

What – Talent Potential and Traits

The talent index used in **The Discovery Process** is based on the work of the late Dr Robert S Hartman and the science he created – Axiology. This is a mathematically accurate assessment that objectively identifies how our minds analyse and interpret experiences, giving us the power to identify how we are most likely to react in any given situation. Quite simply, it examines how we think and make decisions.

This part of the report measures levels of self-awareness around the individual's: thinking and decision making preferences, including how to improve; natural talents and strengths; capacity and readiness to engage and maximise their talent; and potential blockers that will need to be removed.

Assessment Shortlisting Solutions

Based upon the assessment, there are three levels of shortlisting solution that deliver valuable additional data to inform your shortlisting phase.

Level One: Shortlisting Report

This is a 3 – 5 page report written by one of our Associate Psychologists (AP) or other Accredited Practitioner (AP). We highly recommend that the AP conducts a validation interview with the candidate. This report delivers deeper insights into the candidate's suitability for your role brief and suggests areas to probe at interview.

Costs are as follows:

- Shortlisting report with validation interview: **£2,750**
- Shortlisting report without validation interview: **£2,250**

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Level Two: Shortlisting Call

If you would like to discuss the assessment reports with your appointed AP, we can organise a phone call for you, the AP and your Hoggett Bowers search consultant to discuss the shortlisted candidates' assessments in detail. This costs an additional **£750** per candidate on the shortlist.

Level Three: Shortlist Comparison Report

Your appointed AP can also provide a shortlisting report which compares and contrasts the shortlisted candidates (up to a maximum of four) and their comparative suitability for your role brief. This costs an additional **£375** per candidate in the report.

On-boarding Solutions

Simple On-boarding Solution

This is the product that we recommend for the candidate you choose to hire from the shortlist. The information is generated from the original assessment that the candidate participated in and does not require them to do an additional assessment.

For Speedy On-boarding, your AP will provide:

- a coaching session with the new hire to increase their self-awareness and enable them to be proactive in their development a development plan for the new hire
- a coaching session with the line manager to ensure they understand the results and can get the best from the individual
- a written report for the line manager that includes how to communicate with, motivate and manage the new hire.

This costs **£2,750** per person.

On-boarding Coaching

Hughes Lewis Consulting is also able to provide ongoing coaching for the new hire through our pool of professional coaches. The coaching programme involves six on-boarding or leadership sessions of up to two hours for the new hire during the first six months in the role.

This costs **£6,000** per candidate.

Our Assessment Partner



Alison Hughes, Partner

With over 10 years in executive search, Alison's experience is complemented by her broader HR consulting work. She has run her own search business in the City, headed up the business development and marketing activity for a global training provider and is a qualified and credentialed executive and personal coach.