

People Matters



Issue 19, July 2006

Recruiting made easy!

Recruiting the right person can be a nightmare; time consuming and expensive. We recommend the extremely effective **McQuaig Profiling System**. This looks at behavioural characteristics required for a role and allows you to pinpoint traits such as level of drive, initiative and sociability.

Unlike some other profiling tools, McQuaig also provides interview and reference checking questions based on the role requirements. They are designed to illicit answers to predict how the candidate would behave in certain situations. Profiling the role is done via a Job Survey.

Word Surveys are then completed by final round candidates to profile their preferences, which are matched to the role. Word Surveys are also used to promote communication and understanding – see our next section! All surveys can be done on line.

So you can try the system out for yourself we are offering a **FREE** Job Survey – just let us know.

News

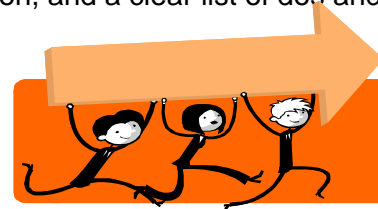
Our Book! Stay tuned for the launch of our new book HCM (Human Capital Management), all about how to effectively manage your people in the SME environment. Mid July is the expected launch date.

Understand why they want a chat!

We are all different. Some of us are more analytical and work orientated, others like a social chat when they come into work. Some of us can't understand why we get different responses to what we see as quite normal and natural to us.

McQuaig Word Surveys can be used internally to help explore differences between people and more importantly how that effects our communication with each other. As trained and accredited McQuaig Interpreters, our fun, interactive workshops focus on what our individual profiles mean for team interaction.

Managers get a hand too – the individual reports also provide coaching tools and tips on what motivates the particular person, and a clear list of dos and don'ts.



Welcome Pip - When you ring our office now you will hear a new voice – Pip has joined our team as Sam has left us.

Free OH&S consultation – if you have <50 employees you are entitled to a 3 hour free consultation through WorkSafe.

Do you have a question you would like answered? Let us know - your suggestions for topics are welcome.

If you know someone else who would be interested in People Matters let us know and we will forward a copy to them.

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