

Here's what is included ...

- ☑ Our complete 11 step recruitment process
- ☑ **Comprehensive report** including an outline of the evidence gathered throughout the recruitment process and a plain language behavioural profile. This profile helps assess the suitability of the candidate to your role and provides valuable insight into managing the employee for maximum performance. This practical report is yours to keep and use into the future when considering the employee for promotion and role changes.
- ☑ **Skills testing**
- ☑ **Our Unique Checklist -** 'How to get your new employee more productive in less time'
- ☑ **12 month follow up program**
- ☑ **Special 'Ice Breaker' gift to help your new team member settle into your team quicker.**
- ☑ **Access to our growing list of client only resources featuring a range of DIY performance improvement programs (see below)**
- ☑ **We guarantee not to waste your time with unsuitable candidates**

Flat % Fee

Full Service

OUR OTHER SERVICES

abbertons
Temp Staff / Labour Hire

abbertons
Outplacement

abbertons
Testing Centre

abbertons
HR Consulting



Terry Tester
Abbertons Human Resources

excerpt from behavioural profile

Note: These Do's and Don'ts are based on an assessment of his temperament only. Other factors such as level of intelligence, emotional maturity, attitudes and others may influence the relevance of some of these points.

Do **Terry Tester**
Abbertons Human Resources

- challenge him to ex
- build accountability
- ask for and listen to
- if there is room for a
- entrust him with aut
- urge him to delegat
- foster an environm
- welcome his opinio
- provide opportuniti
- acknowledge his cc
- coach him to adopt
- resolve differences
- provide him with op
- make the most of hi
- be yourself and buil
- foster a fast changi
- involve him in setti

Analysis of Job Fit

Below we compare Terry Tester's Real profile to the behavioural job demands.

Dominant ↔ Accepting: Strong match
Terry Tester falls within the desired range on this scale.

Relaxed ↔ Driving: Strong match
Terry Tester falls within the desired range on this scale.

Sociable ↔ Analytical: Potential match
Terry Tester is just outside of the desired range on this scale.

Compliant ↔ Independent: Does not match
Terry Tester is well outside of the desired range on this scale.

Overview

DIY Programs - client only complimentary access

Onboarding Action Planner — *Get your new staff productive faster*

Employee Attraction and Retention Action Planner

Business Snapshot - Identify HR based opportunities to improve performance

Engagement Action Plan - coming soon

Understanding and Embedding Your Company Culture - coming soon

Understanding and Embedding Your Company Values - coming soon

Employee Development Program - coming soon

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To Maximise the Return on Your Business Investment You Need the Best Available People.

Here's why Abbertons is the number one choice to help you find them ...

1. More Quality Candidates

Reap the benefits of our many years of experience in the recruitment business. Access the very best people through our relationships with the **'hidden employee market'**. Experience has shown us that the anonymity of an outsourced recruitment process attracts more of these 'hidden', quality candidates.

2. Reduced Risk and Stress

Our team of trained professionals will do all the work for you to maintain focus on your core business, **save time** and reduce the **risks of employing the wrong person**. We manage your employment related risk such as privacy, EEO, antidiscrimination and general employment issues.

3. Return on Investment

Like hundreds of our previous clients, your experience will be that your new team members will provide you with a positive return on your investment and create a competitive advantage for your business.

4. Save Time and Money

When hours spent and opportunity costs are considered, it costs less to outsource your recruitment. Time saved can be spent on retention of staff and further development of your business.

5. Expertise on Tap

Rest assured that Abbertons consultants are professionals, qualified and committed to adding value to your business and achieving a professional, unbiased outcome.

6. Ongoing Talent Spotting

If you choose to work closely with us, we are always on the lookout to secure you the best talent in your marketplace.

7. A no risk Guarantee

- We will not send people who do not meet your criteria.
- If you do not believe that any of the shortlisted candidates will provide you with a positive return on your investment, we encourage you NOT to proceed.
- If you do and for some reason the person does not work out in the first 3 months, we will replace that position with no further fee payable (advertising costs may be required).

A Selection of our Permanent Recruitment Clients

Prime Ag Australia

Toowoomba Regional Council

Grainhart

Neil's Parts

Dingo Australia

Great Western Corporation

Sedl Agencies

Laing O'Rourke

PentAg Commodities

Black Truck Sales

Wickham Freightliners