



# WHY WE USE HIRESENSE

## HireSense - Select. Develop. Retain

HireSense is a self-assessment tool allowing you to identify the right person, for the right job, the first time. The traditional hiring process is typically focused around a candidate's resume that looks backwards to showcase the tasks they have done, as opposed to a quality predictor of how someone may perform. But wouldn't you like to know if a candidate is aligned to your open position and business objectives, going forward? Or at least see where any potential risks might be when considering your candidate's or existing employee's performance qualities?

HireSense is an extremely versatile tool that can be used for unlocking human potential.

### Why use HireSense ?

- Dive deeper as step one of your recruitment process, get the details hiding below the surface, and make more informed hiring decisions.
- How often have you started the interview process only to realise that you'd like additional behaviours in the potential employee? Have the recipe for the right person to be successful.
- By Benchmarking the role prior to going to market the stakeholders, position description and advertisements are aligned.
- HireSense deploys a combination of 3 statistically validated behavioral assessments to discover deeper insights about each candidate you screen.
  - Behavioral Style: Gain insights into a candidate's behavioral tendencies and how they fit the needs of the position as well as an awareness of potential challenges.
  - Motivational Style: A candidate's performance is improved by ensuring that their motivations are satisfied by the position and the company culture. This alignment fuels passion and increases engagement.
  - Thinking Style: Understand the candidate's ability to process information. Thinking Style is directly linked to strengths and potential blocks to performance.
- Review custom curated interview questions based on candidate responses.
- Removes bias

RECRUITMENT: This comprehensive report highlights the most relevant aspects of behaviour, motivation, and critical thinking that impact how an individual will likely be successful or struggle in a particular role. You'll see recommendations and considerations throughout that will be beneficial in helping you choose the best candidate.

DEVELOPMENT AND ONBOARDING: Share the HireSense report with the new employee. Many of the pages are personalised and set up to provide a useful guide your help your people grow. Because the brain is emotional and logical, this summary is essential to encourage greater self-awareness, and to discover ways to build strengths and minimise limitations.

*Questions?*

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