

# Building the Right Culture

BY FINDING THE RIGHT PEOPLE

## AUTOMATIC CANDIDATE COMPARISON

EFFICIENT AND EFFECTIVE HR SUPPORT HIRING PLATFORM



No. 1 business challenge is finding the right people.

How can you be certain you will find people with the right underlying strengths that are really:

- Organisational Leaders
- Those with great attention to detail, reducing risk and error
- Sales people who can sell
- Professional people who can cross over into sales
- Main stayers - those with no ambition, happy to churn out the work, the 9-5 ers.

It can be a financial risk every time you hire. ACC highlights candidates underlying signature strengths driving their behaviour, potential road blocks or frustrations.

Compare candidates against industry champion role models or internal champions and gain more certainty when hiring.



Screening candidates and comparing against industry champion role models or internal champions will help with the decision to interview candidates or to keep looking

High Optimism scores for business leaders or sales people is a crucial element for success in most industries.

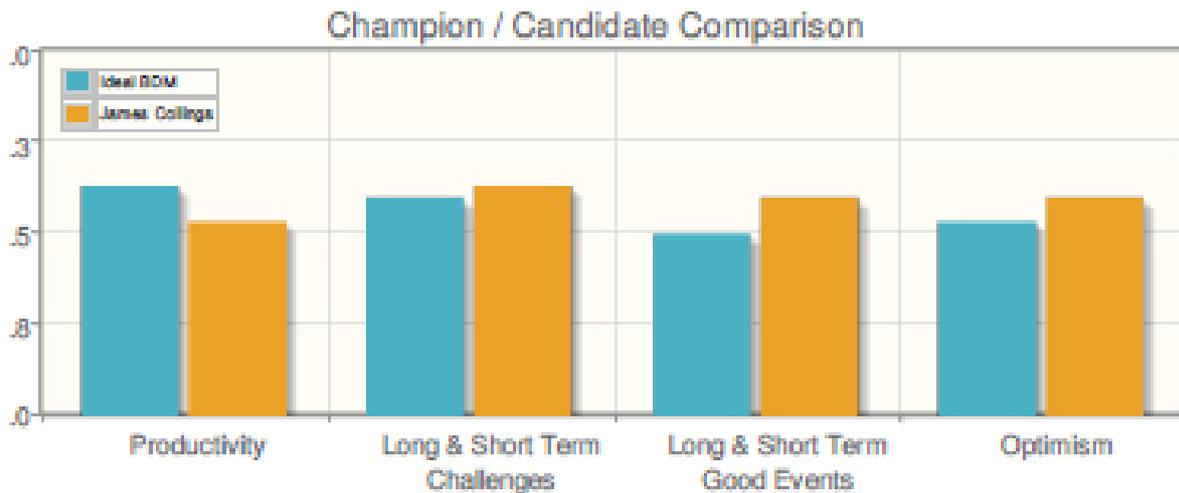
“MetLife then changed its hiring practices to include screening candidates for optimism. In less than two years, the company had more success hiring agents, expanded its sales force to more than 12,000, and increased its market share of the personal insurance market by 50%”. (HR Magazine)

You can continue hoping for a better result or...

# Have your own A.C.C. software platform and compare candidates against Champion Role Models

- Productive or busy?
- Highly optimistic people are crucial to meet sales targets
- Finds solutions to challenges?
- Recognises good events as a one off, or an everyday occurrence? Why is this important?

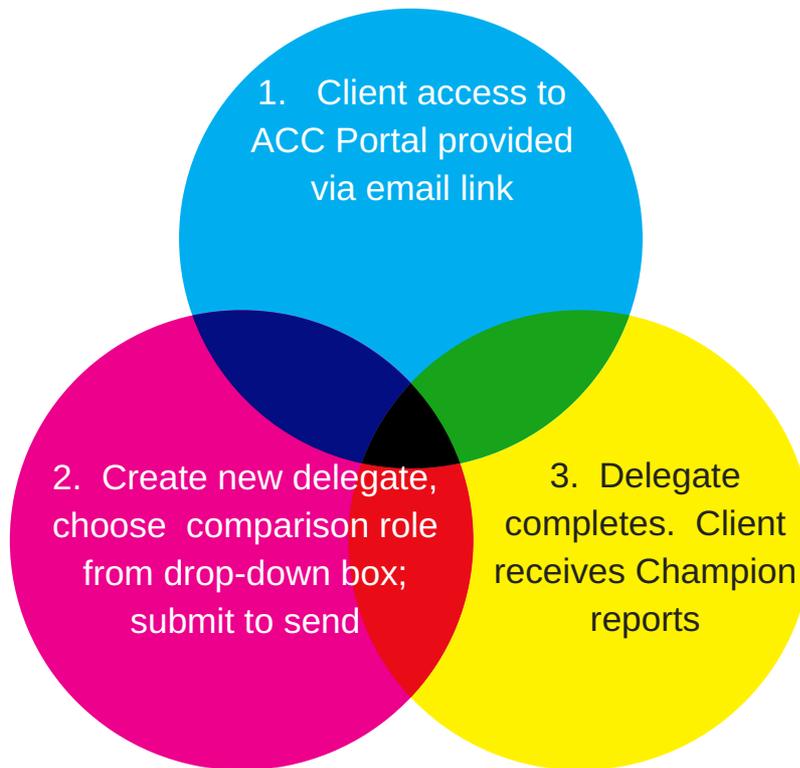
## Champion / Candidate Comparison



Date: 27 Jan 2018	SIGNATURE STRENGTHS (sub Conscious)	Ideal BDM	James Collings
Strength Indicators	Description-	Recogp?	INSOSS
Productivity /AD	An innate ability to consistently complete steps, processes, systems	9.5	8
BPSP	Big Picture or Small Picture View	Small Picture	Big Picture
Externally Referenced or Internally Referenced	Focused on Feedback or Intuitive Decision maker	IR: Intuitive	ER: Team Player
Income before 12	Earned income before age 12	Yes	Yes
Long Term and Short Term Challenges	The ability to handle challenges in life	9	9.5
Long Term and Short Term good events	The attitude to good events in life	7.5	9
<b>Optimism</b>	<b>Overall levels of Optimism (The difference between motivation and procrastination; super sales or "being busy") The GOOD NEWS is that Optimism can be learned!</b>	<b>8</b>	<b>9</b>
Dominant Communication Style	Kinesthetics Interpret the world through emotion (often high highs and low lows). Auditory people prefer to communicate via words, phrases and stories. Often enjoy talking (rather than listening)...	K:8 A:10 V:10	K:2 A:10 V:10
Top 5 Strengths	Working on "Strengths" can guarantee results. Understanding strengths, where there is potential for conflict; where team members fit and can support each other is vital for motivation and harmony.	V: 10 A: 10 AD: 9.5 CE: 9 Optimism: 8	A: 10 V: 10 CE: 9.5 Optimism: 9 OE: 9
Overall score out of 100	Important score depending on the role within the organisation	81	88

Example Insurance/Financial Services Champion BDM/Candidate Comparison

# How it works



Co-Founder Sam Bowden of UVG explains why he introduced to over 300 clients



## Your investment

12 months commitment

A. 3 Champion Profiles monthly  
+2 complementary

12 monthly payments: \$792 +GST  
*(Instead of \$1320 pm)*

B. 2 Champion Profiles monthly  
+1 complementary

12 monthly payments: \$528 +GST  
*Instead of \$792 pm*

Note: Fees are based on using industry champion benchmarks.

Creating client Benchmark of up to 5 ideal champion role models - one off development charge of \$450 + GST will apply.