

4G Recruitment Application

Linking Behaviour to Bottom Line Performance

Recruitment Benefits

- > Optimise hiring decisions
- > Create high performing teams
- > Avoid hiring mistakes
- > Diagnoses team problems
- > Coaching modules aid team development

Please note, this document is intended to accompany the recruitment demonstration of the Visual Team Builder. This can be found at the link below.

<http://www.fourgroups.com/recruitment>

The ability to predict team fit and relationships between candidates and existing team members can make the difference between a successful hire and a high performing team or a costly mistake.

Recruitment today

Recruitment is part and parcel of daily life in an organisation. It is highly emotive yet as a process, it changes rapidly. At one extreme, being interviewed for a job is often one of life's most anxious times. At the other, recruitment is now online, outsourced and automated. With all of this in mind, where does this leave the decision maker?

Despite the changes above, many classic recruitment dilemmas still remain.

happen? Why, despite all of the processes, technology, interviews, assessments and reference checks do hiring mistakes still happen? Is there a process that minimises mistakes and delivers successful recruitment in a reliable and repeatable form?

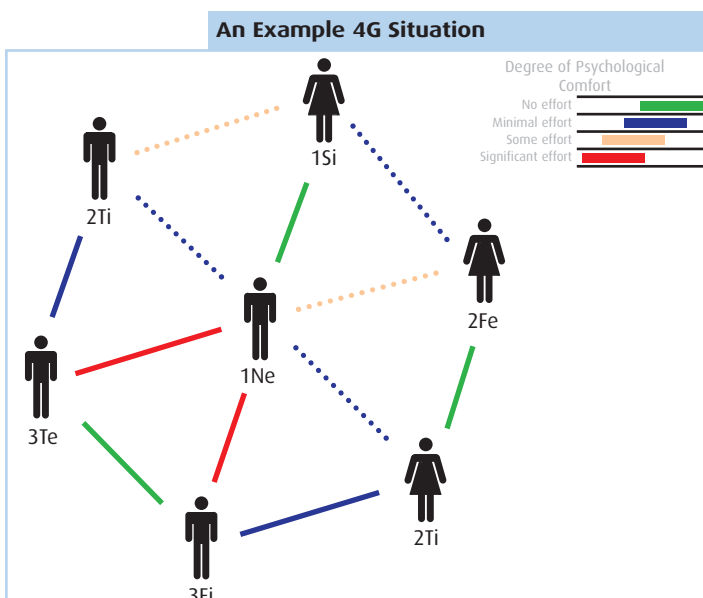
The second situation concerns personality clashes, especially those that occur on the back of a new appointment. More often than not, these clashes are unexpected, emerge over a number of months and create significant trouble for all who are dragged into the situation. In the boardroom or amongst team members, such relationship friction rarely benefits anyone. More to the point, can these scenarios be prevented in the future? Can the current problems be minimised or resolved?

Our solution

We'd like to introduce two situations that we believe are untouched by the recent IT revolution and yet still have a major part to play in any recruitment decision.

The first situation concerns recruitment mistakes. Why do these

There is currently no method to successfully predict the impact that a new hire has on existing team members. While it is possible to test candidates for skills, aptitude and personality,



none of these approaches guarantees good relationships or good fit between team members and newly appointed people.

To solve this problem, Four Groups provides a system (4G) to understand and more importantly, predict human relationships or 'people compatibility'. There are many ways 4G can be applied, recruitment and selection being an obvious example.

What is the recruitment application for 4G?

4G enables the optimisation of hiring decisions and the creation of high performing teams. By using 4G with an existing shortlist, it is possible to ensure that hiring decisions are optimised and mistakes are avoided. 4G also makes it possible to simultaneously build high performing teams.

When looking at recruitment or the performance of a team, having practical information about where a team is going wrong and how to solve related problems also helps. This is especially so if decision makers are not working with that team on a day to day basis.

We also understand that in some situations, changing team structures and switching relationships is just not an

option. To address this, we provide modules to help managers and individuals understand and improve existing relationships. This information also helps people understand where the other person is coming from and to adjust accordingly.

How does 4G work?

Using 4G is a very quick and simple process. People generally need an hour and a half, split between a short briefing, an online personality questionnaire and a feedback session. Optionally, further time may be spent on more feedback, either for individuals or for the whole group. At the end of the process, individuals receive their own reports, while a group report is made available for the decision maker and/or the group, depending on what is required.

What is 4G based on?

4G is a proprietary approach to predicting relationships, behaviour and group cultures. Based in part on the work of Swiss psychiatrist Carl Jung, 4G incorporates measures of people's strengths, creativity, motivation and weaknesses. The model contains 16 definitions of individual's behaviour, 14 different relationship types and 4 examples of group culture.

Who are we?

Four Groups offers a methodical approach to understanding behaviours, relationships and culture. This document provides some background to our work around recruitment, optimising hiring decisions and creating high performing teams.

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