Introducing our
Predictive Fit Profiler™

trace
tracing talent that fits

tune in!

Trace proudly presents *Predictive Fit Profiler™*: a unique tool that will give you unparalleled insight into a potential hire's personality traits, cultural compatibility, as well as their values and motivations.

This interactive questionnaire has been developed by a team of experienced occupational psychologists using the very latest thinking in recruitment techniques.

find out what makes them tick
...and how well they'll fit into your team.

Our vision is simple: to ensure the best possible fit between our candidates and clients. That's why we're adding this extra layer of expertise to our recruitment process – all to help you clinch the cream of the crop and guarantee a higher success rate.

Our *Predictive Fit Profiler™* is split into five major sections:

1. Personality profile
2. Integrative complexity
3. MBTI-style test
4. Cultural compatibility
5. Motivations

personality

\.pər-sə-ˈna-lə-tē\ totality of an individual's behavioural and emotional characteristics.

Our framework stems from what's known as the Big Five: the five broadest factors that make up a personality. These dimensions have been proven to accurately describe the most important aspects of an individual's character.

Are they:

1. Conforming or creative?
2. Unstructured or detail-conscious?
3. Reserved or outgoing?
4. Tough-minded or agreeable?
5. Confident or sensitive?

The personality profile provides you with an answer to all of the above, so that you can really understand the candidate's behavioural and emotional characteristics.

get to know them

...before you get to meet them.

IC

integrative complexity

\ˈin-tə-ˌgrā-tiv•käm-ˈplek-sə-tē\ the extent to which a person takes varying perspectives into account, is able to recognise patterns and relations across different perspectives and then integrate them to arrive at a single judgement.

Being able to analyse a candidate's intellectual style is a unique way for you to understand how they process information, solve problems and make decisions.

count the perspectives
...of your prospective.

The integrative complexity section deals with the following aspects:

» Number of perspectives
» Integration of those perspectives
» Flexibility or rigidity of thought
» Breadth and depth of thinking

MBTI-style test

The Myers-Briggs Type Indicator® is a popular psychometric questionnaire rooted in Jungian psychology and designed to measure preferences in how people perceive the world and make decisions, looking in particular at the orientation to abstract vs. concrete thinking.

MBTI® is a recognised tool for team-building and development, change management and leadership development. Having this information about your candidates and existing employees at your fingertips will not only enhance your recruitment process now but also provide you with a valuable measure for future development.

Our MBTI-style test is a leaner version of the standard MBTI® and assesses these four dimensions:

find an INTP
...to complement your ENTJ.

Introversion / Extraversion
Sensing / Intuition
Thinking / Feeling
Judging / Perceiving

cultural compatibility

This section will help you understand how a candidate thinks their ideal workplace should operate, and whether that matches your company's culture.

Based on a scientific methodology that uses a wide range of indicators to measure effectiveness, four major types of organisational culture emerge:
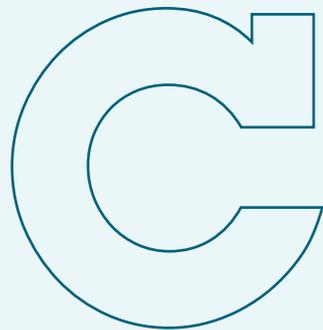
Collaborative
Creative
Competitive
Controlling

will they fit the mold
...or break it?

Reportedly about 70% of mergers fail because of the resulting culture clash. Good synergy is not to be underestimated when picking new teammates!

Every company is a mixture of all four, but ultimately there is always one dominant culture at play. Which one of the four Cs is yours?

motivations

For an appointment to be successful, the motivations of a candidate must tally with what a given role or organisation can offer.

Remuneration is only one of the many factors candidates take into account when considering a role, and contrary to popular opinion, often not the most important one!

Predictive Fit Profiler™ asks candidates to rank their motivations, so that we can trace these against what you tell us you have to offer.

Motivations can be either internal or external. Among others, we look at the following aspects:

» Opportunity for promotion
» Opportunity to gain new skills and knowledge
» Level of responsibility
» Salary and benefits
» Level of challenge and stimulation
» Working relationships
» Sense of personal achievement

how does it work?

Candidate report

Every candidate we represent completes the Predictive Fit Profiler™ questionnaire as part of their assessment.

The questionnaire is administered online, making it possible to log in wherever and whenever most convenient for the candidate.

Completing all five sections takes about 30-45min but doing it in one sitting is optional. Once finished, the candidate receives a system-generated PDF report with their results.

Language used in the questionnaire, as well as the report, is easy to follow and doesn't require any specialist interpretation skills.

orchestrate your own
...perfect team harmony

Why you should give it a whirl:

candidates:
- Understand what motivates them in their careers.
- Find out new aspects about themselves.
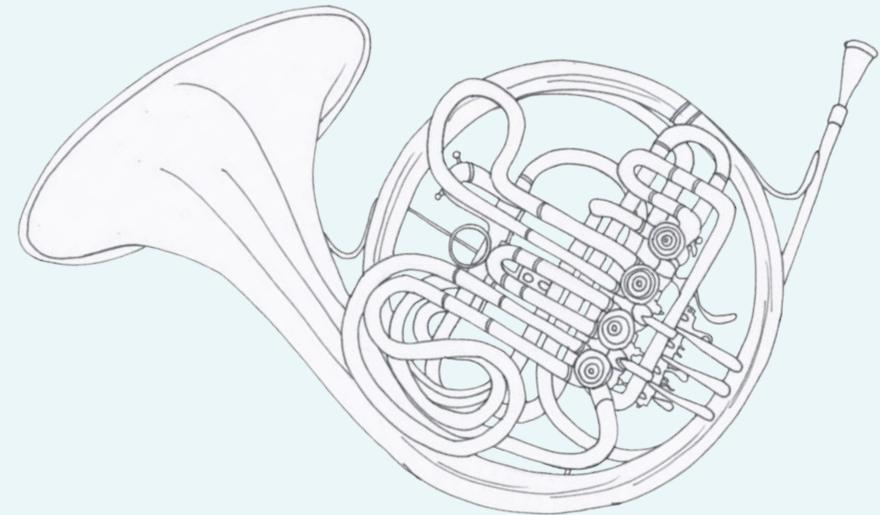- Figure out what they look for in an employer.

us:
- Sift out the unsuitable and deliver a winning shortlist.
- Match your expectations better than our competitors.
- Get to know you better.

you:
- Get to know the candidate in-depth.
- Get a useful and time-saving interview aid.
- Increase the likelihood of the hire becoming a long-term success.

Aggregate report: a yardstick for teams

To measure a candidate against your existing employees, we can take Predictive Fit Profiler™ a step further.

We ask you to select 5-10 employees from your company or team whom you consider to be high-performing culture-carriers to take the questionnaire.

They log in and complete it at their convenience, just as a candidate would. Their responses are then aggregated to provide a true reflection of your team's cultural identity, and outlook.

This aggregate is then used to size up any potential hire and give you confidence in your decisions.

Not only will you be able to spot a candidate who's right for the job, but also for the team.

tune into your team
...and make sure your values are in sync.
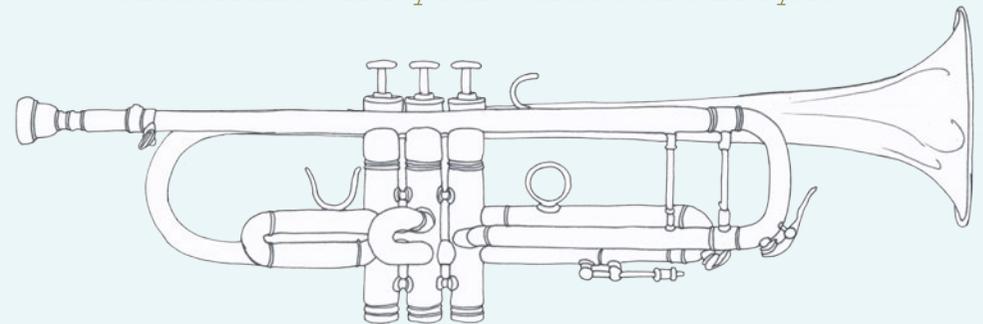
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Pick up the phone and ask for more rigour!