



FACTSHEET



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MATCH

Aimed at recruitment and selection, MATCH provides a mechanism for identifying whether or not a candidate is suited to a position. It determines the match between the candidate, the job and the organisation.

Used alongside traditional selection techniques such as CVs, interviews and aptitude tests, IDEAL MATCH provides employers with useful insight into a candidate's workplace behaviour and potential longevity at the organisation.

MATCH uses an on-line process to assess the match between a candidate and the role. It focuses on the behavioural preferences of the individual and provides a dual analysis of the person's ideal behaviours and how they believe they actually behave at work, benchmarked against the behaviours identified by the employer as ideal for the role.

So, how does it work?

1) The ideal profile is set

We provide you with the tools to set an ideal profile for the vacant position. For an existing role, this can be done by profiling your top performers and identifying their shared characteristics. For positions that are new in your organisation, we work with you to define the ideal profile.

2) A contact list is provided

You provide a contact list of candidates for assessment. We can issue login details to individual candidates and ask them to complete the assessment, or the assessments can be issued by you at a time and place of your choosing.

3) The report is generated

Once the candidates have completed their assessments, a Match report is automatically generated for you.

What information will I get from this assessment process?

The report produced is designed to provide feedback on a number of candidates at the same time. The information provided is as follows;

Rank: Candidates are ranked in order of their 'match' with the ideal profile you have set for the role. The 'match' is based on two parameters taken from the candidates assessment: Selection Match and Retention Match.

Selection Match: is the match between how the candidate perceives themselves to behave currently at work, and the profile set by the employer.

Retention Match: is the match between how the candidate would like to behave, and the profile set by the employer. This is an expression of their aspirations and provides the employer with a good understanding of how the individual wishes to develop over time and whether that fits into the organisations development and culture.

Identity Variant: The candidate's general character and psychological outlook currently at work

MATCH utilises an approach known as **Identity Structure Analysis (ISA)**, a psychological methodology designed to analyse an individuals identity processes. The concept is built on many years of research and is set to revolutionise the world of assessments for recruitment, selection, development, planning and appraisals.

"The way we distinguish ourselves is by showing our individuality"

Camahort

Whether your requirements are for selection or development, ISA allows you to learn much more about the underlying psychological processes and characteristics of an individual. ISA will investigate how the individual relates to other people, specific roles and stereotypes and how positively/negatively they perceive different situations. This includes their opinion of past, current, future and ideal scenarios. ISA can identify the person's level of

ambition, their level of contentment and fit with their current job and working environment, along with their perceptions of how others view them in the workplace.































These are just a few of the ISA features and benefits - we've actually devoted a whole website to it. To find out more, visit www.identityexploration.com

Alternatively give us a call on

+44 (0) 28 9062 6558

we'll be happy to talk you through the products on offer and the services available.

All of our products can be tailor-made to suit specific organisational requirements so if you let us know what you want, we'll make sure we deliver what you need!

Candidate Name	Rank	Selection Match	Retention Match	Identity Variant
Eum-Mee	1	 76%	 84%	5 
Fiona	2	 79%	 68%	3 
Eugene	3	 62%	 79%	5 
O-Siang	4	 66%	 73%	1 
Karen	5	 56%	 78%	5 
Fred	6	 68%	 68%	6 
Emma	7	 71%	 64%	5 
Olive	8	 50%	 79%	5 
Lee	9	 59%	 71%	1 
Dan	10	 56%	 68%	5 

High  Moderate  Low 