



BEHAVIOUR PROFILING as a hiring & coaching tool



WHAT IS i3?

A simple, accessible behaviour profiling tool which provides a complete talent management process and a common language for people to build self and team-awareness.

I have been an accredited i3 coach for over 10 years and it forms an integral part of my process, as it naturally forms the backbone of any people plan.



Individual Profiles: explored in a 1-2-1 coaching session

From the answers you give in the brief on-line assessment, i3 generates 2 visuals.

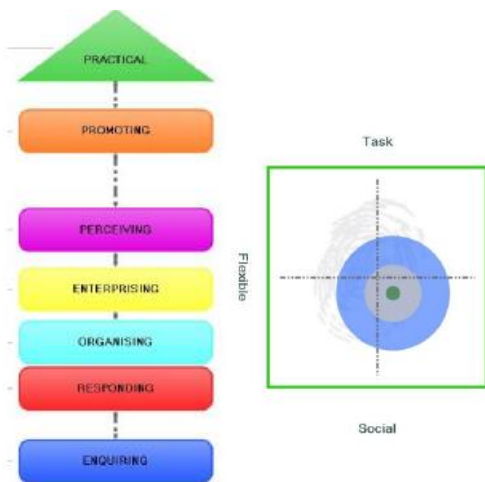
Behaviour DNA Rocket:

This ranks our unique instinctive behaviour traits and the impact these have on others; our natural strengths and limitations. The ranking and mix of these indicators determine which traits are more **natural** (higher indicators) or traits that need more **application** (lower indicators).

There is **no right or wrong** ranking. These 7 traits are used by all of us daily and it is simply the mix of your traits which influences behaviour.

Thriving environment:

Where you do your best work, preferring to work alone or with and around people. Your preference for working with tried and tested methods or enjoying change, variety and spontaneity.



Team Dynamix: explored in group coaching sessions



People share and compare their individual profiles. Working out how to play to each others' strengths, mitigate limitations and bring out the best in each other has a powerful team building impact.

Hiring a great fit

By understanding the behaviours that are most successful for the different roles within your business, we can use i3 as part of the hiring process to help make informed decisions and increase the chances of hiring a great fit.



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I3 Process and Costs

The same test, the same results, taken once.
Used in 2 different ways – for hiring and for internal coaching

	Profile	Price	What happens and what you take away
i3 RECRUIT for use when hiring	i3 Role Assessment	£150 per role	<ul style="list-style-type: none"> - Together we complete a role assessment profile e.g. for a recruiter, which helps us identify the preferred behaviours we seek when hiring. - I tend to use a combination of influences: profiles of current high performers in the business, hiring manager / leadership team desires, company's values and behaviours. (separate case study available) - This generates a guide to recruit against when profiling applicants at 2nd stage.
	i3 Recruit	£80 per person	<ul style="list-style-type: none"> - A 1 page Recruit report - A conversation between me and the hiring manager, giving advice and recommendations on fit for role / team and company. - Suggested questions / avenues to explore in second interview.
i3 PROFILE for use as a coaching tool	i3 Profile	£300 per person	<ul style="list-style-type: none"> - 90 minute 1-2-1 i3 Discovery Coaching session with me. - A bespoke profile report, - Dynamix visual (ie of line manager and new hire / team member) and feedback debrief conversation with line manager on ways to manage and train. - Debrief guide to line manager and new hire / team member.
	i3 Team Dynamix Session	£500 per session	<ul style="list-style-type: none"> - A 3 hour wrokshop for up to 12 people, once individuals have had their own i3 session - Sharing insights about themselves with their team and learning about each other - Interactive session with a collaborative interpretation and action plan generated together to guide the team in playing to their strengths, mitigating weaknesses and communicating and working together as well as possible.