

CASE STUDY



BEHAVIOURAL SUPPORT PRACTITIONER

SUMMARY

Proven high performing behaviour support practitioners were assessed using the JobFit Executive psychometric instrument and from these assessment results, Peoplogica developed a high performance Success Pattern. This Success Pattern accurately identified the critical success attributes of the proven high performers in this challenging role.



PURPOSE

- Identify the critical attributes of the role
- Provide a solution that will improve the success rate of selecting high performers in the future
- Deliver higher retention rates

OVERVIEW OF BEHAVIOUR SUPPORT PRACTITIONER

- Deliver person centred behaviour support training and mentoring
- Build effective working relationships in the community
- One of the most challenging roles to recruit for and retain employees in



ABOUT JOBFIT ASSESSMENTS



JobFit Assessments have been specifically developed to assist not-for-profit and care organisations to better select, develop and retain high performing employees and volunteers.



JobFit Executive is a highly accurate psychometric assessment for all leadership, management and sales roles. JobFit Executive measures cognitive abilities, behavioural traits, professional traits and professional interests. This powerful instrument provides the ability to build role benchmarks based on your proven high performers.

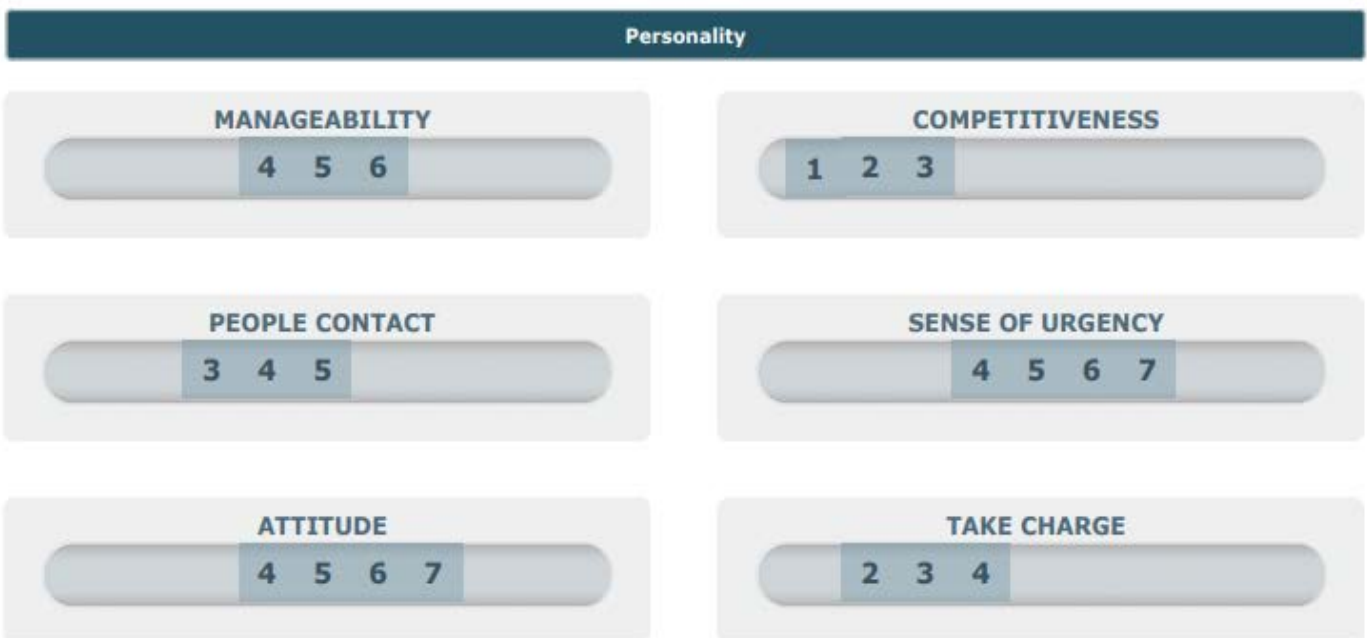


JobFit Select is a highly accurate psychometric assessment that measures a candidate's "fit" to the role they are being considered for. JobFit Select has been specifically designed for all roles up to mid-level managers and is particularly effective for all carer, case officer, administration, customer service and operations roles.



BEHAVIOUR SUPPORT PRACTITIONER SUCCESS PATTERN

High Performers were assessed using the JobFit Executive assessments in order to build a Success Pattern for the role.



*Interpret JobFit Executive Success Pattern using [Quick Reference Guide](#).

BEHAVIOUR SUPPORT PRACTITIONER - PARTICIPANT RATINGS

PARTICIPANTS	BEHAVIOUR SUPPORT PRACTITIONER % MATCH
HIGH PERFORMER #1	94%
HIGH PERFORMER #2	93%
HIGH PERFORMER #3	79%

BEHAVIOUR SUPPORT PRACTITIONER - CANDIDATE MATCHING

The Success Pattern was then utilised to identify future top performers for the role using JobFit Select Assessment.

Job Match Rating

» High

BSP #1

» Mod-High

BSP #2

BSP #3

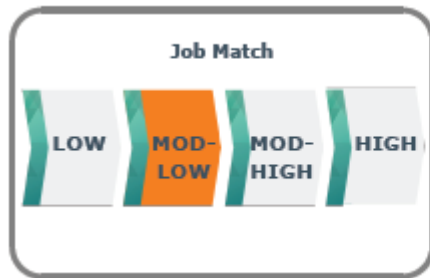
» Mod-Low

BSP #4

» Low

- BSP: Behaviour Support Practitioner

BEHAVIOUR SUPPORT PRACTITIONER - UNSUCCESSFUL CANDIDATE REPORTING



Job Pattern - Behaviour Support Practitioner

Job Match is a result of comparing BSP#4 to the Job Pattern. BSP#4 has a moderately low match to this job.

Talent Details

For an in-depth picture of BSP#4 the following graphs provide detailed information regarding her scores. Results are illustrated on the scale from 1 to 9.

Reasoning Ability

A measure of expected learning, reasoning and problem solving potential.



Take Charge

Tendency to strive for control of people and situations and to lead more than follow.



Attitude

Tendency to have a positive or optimistic outlook regarding people and outcomes.



Sense of Urgency

Tendency to display stamina and an eagerness for immediate results.



People Contact

Tendency to be outgoing, people-oriented and to participate with others.





PEOPLOGICA

275 Alfred Street, North Sydney, NSW 2060

T: 0299369000 W: www.peoplogica.com

E: info@peoplogica.com