

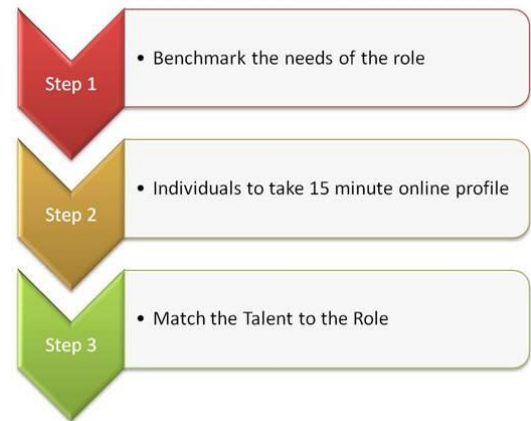
The Benchmarking Process:

3 Easy Steps

Step 1: Benchmarking

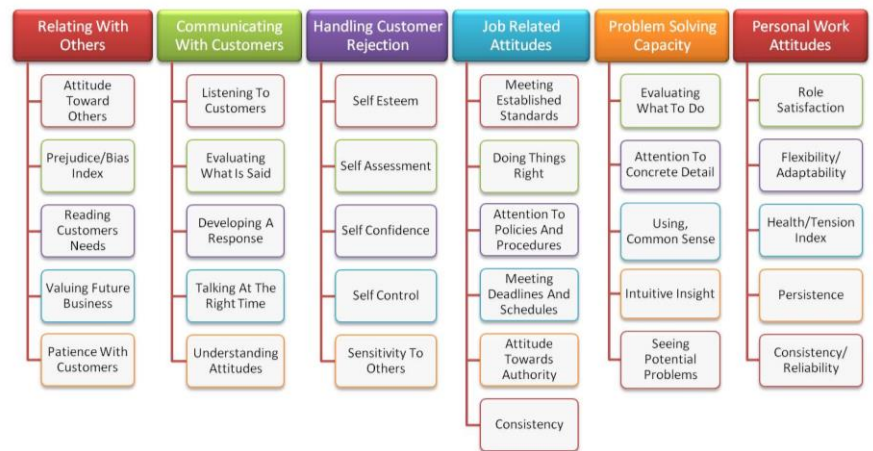
We have the facility to create role specific or goal specific benchmark reports. We will work with you to identify the competencies required and how they need to be demonstrated in your environment and for specific job roles.

Against Performance areas such as Building Trust, Building Team Synergy, Maintaining Consistency and Conformity etc. we support you to define what 'good' look like in your unique environment by selecting Performance Factors you consider to be a Strength and those you consider to be Toxic.



Step 2: The Axiometrics™ Profile

The next stage in the process is to get candidates to do a 15 minute online assessment where they are required to prioritise 36 statements. This produces an Axiometrics™ Profile which will provide an accurate assessment of an individual's style, strengths, vulnerabilities and risk areas in any given situation, as well as their latent potential across the following example areas:



Step 3: Matching the talent to the role

With the measurement complete, we analyze the data to compare top and bottom performers. The result is an objective indicator of the likelihood for success and failure within a unique company and culture:

Month 1: Benchmark of Individuals against 'values' criteria giving a Group View showing cohort development needs.

Leadership Style	Thinking Focus (Learning Style)	Communication Style	Talent Access	Attitude	Z-Score	Performance Metrics (1-30)																															
						1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30		
1	Communicator	Doer/Feeler	Personal/Practical		2.1	0.3	0.5	0.8	1.2	1.5	1.8	2.1	2.4	2.7	3.0	3.3	3.6	3.9	4.2	4.5	4.8	5.1	5.4	5.7	6.0	6.3	6.6	6.9	7.2	7.5	7.8	8.1	8.4	8.7	9.0		
2	Believer	Thinker/Feeler	Personal/Practical (World-Directed)		1.8	0.2	0.4	0.7	1.0	1.3	1.6	1.9	2.2	2.5	2.8	3.1	3.4	3.7	4.0	4.3	4.6	4.9	5.2	5.5	5.8	6.1	6.4	6.7	7.0	7.3	7.6	7.9	8.2	8.5	8.8	9.1	
3	Relator	Feeler/Doer	Personal/Proactive		2.5	0.6	1.0	1.4	1.8	2.2	2.6	3.0	3.4	3.8	4.2	4.6	5.0	5.4	5.8	6.2	6.6	7.0	7.4	7.8	8.2	8.6	9.0	9.4	9.8	10.2	10.6	11.0	11.4	11.8	12.2	12.6	13.0

This process will lower turnover costs, lower cost per hire, and lower cost of training, because training will now be targeted. Identifying, retaining and developing the best talent for your organisation is now a much more rigorous, yet simple, process.

Month 7: Benchmark of Individuals against 'values' criteria showing distance travelled.

Leadership Style	Thinking Focus (Learning Style)	Communication Style	Talent Access	Attitude	Z-Score	Performance Metrics (1-30)																																
						1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30			
1	Relator	Feeler/Thinker	Personal/Practical (World-Directed)		1.8	0.2	0.4	0.7	1.0	1.3	1.6	1.9	2.2	2.5	2.8	3.1	3.4	3.7	4.0	4.3	4.6	4.9	5.2	5.5	5.8	6.1	6.4	6.7	7.0	7.3	7.6	7.9	8.2	8.5	8.8	9.1		
2	Believer	Thinker/Doer	Personal/Practical (World-Directed)		1.5	0.1	0.3	0.6	0.9	1.2	1.5	1.8	2.1	2.4	2.7	3.0	3.3	3.6	3.9	4.2	4.5	4.8	5.1	5.4	5.7	6.0	6.3	6.6	6.9	7.2	7.5	7.8	8.1	8.4	8.7	9.0		
3	Planner	Thinker/Doer	Structured/Structured (Self-Directed)		2.2	0.5	0.9	1.3	1.7	2.1	2.5	2.9	3.3	3.7	4.1	4.5	4.9	5.3	5.7	6.1	6.5	6.9	7.3	7.7	8.1	8.5	8.9	9.3	9.7	10.1	10.5	10.9	11.3	11.7	12.1	12.5	12.9	13.3