

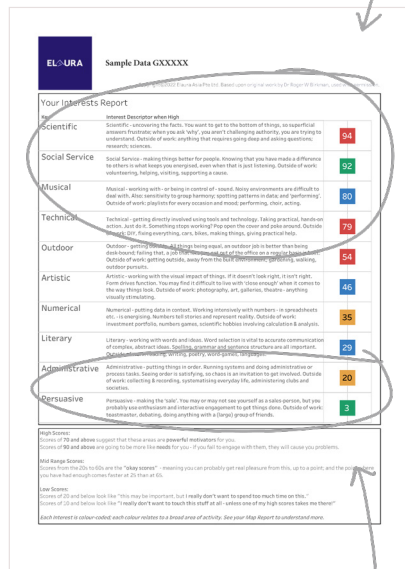
Snapshot+ Quick Access Guide: Recruitment Selection



While every page of the Snapshot+ Report delivers powerful insights, there are some specific sections of the data that will be most revealing and instructive when focusing on Recruitment Selection. Here's a quick guide on where to look:

Interests Report (Page 2)

High Interest scores (70+) - don't over index on this, but you want to see at least something high that relates to the role you are hiring for.



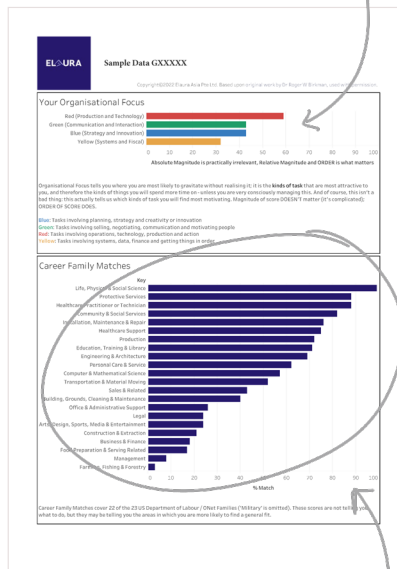
Low Interest scores (<20) - much more important than high Interests when you are hiring - if the role makes heavy demands in any areas they are below 20 on, you need to ask questions at interview.

Snapshot+ is not just for recruitment, it's also a powerful tool for engagement and retention, self-awareness, career development, leadership development, talent management, team development, conflict resolution, and on-boarding.

It's also not your only option. Other Birkman®-powered products from Elaura include: *expresso*, *Signature*, and *Signature Certification*. Talk to us to find out more.

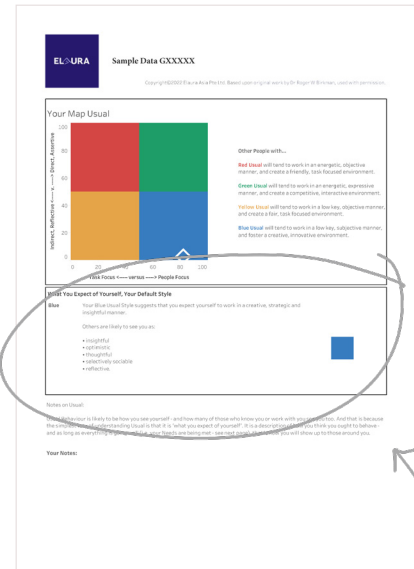
Org Focus + Career Family Matches (Page 3)

Org Focus tells you where they will invest most of their time, regardless of what is said at interview. Make sure this matches your expectations.



Career Family Matches: once again, don't worry too much about high scores, but a low score that relates strongly to the role raises questions.

Map Usual (Page 5)



Usual - a description of what you will see and how they will go about things when things are working well for them.

Map Needs (Page 6)



Needs - check that you aren't going to throw them into a situation where none of these needs will be met...!