

Introduction

Hiring Insights DISC Assessments and tools are a simple way to find candidates that "FIT" a particular job or position that you are trying to fill. When you find a candidate that "fits," then he or she will naturally excel in their work environment.

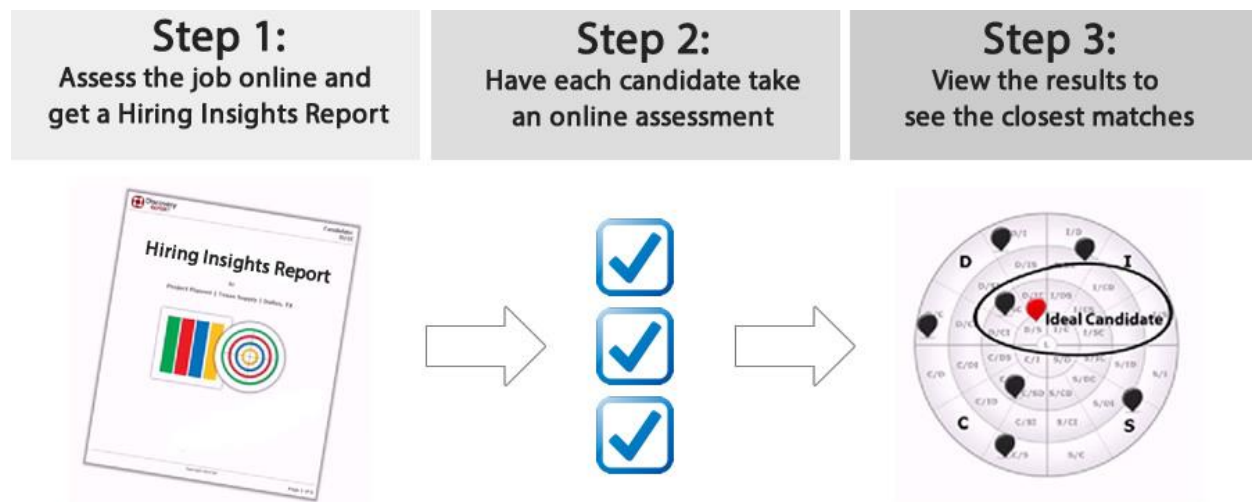
Most hiring processes rely heavily on looking at skills and qualifications - which is absolutely necessary. Hiring Insights provides an added way for you to ENHANCE your ability to find people who are likely to perform well AND remain happy at work or on your team. The result? Turnover is reduced and people stay longer - which saves you time and money.

Overview of the Hiring Insights Process:

The Hiring Insights Process is based on 3 steps:

1. You complete a Hiring Insights assessment to characterize the job or position
2. Your candidates complete a Discovery Report DISC assessment (personality profile) to determine their personality styles. Note that this is a different kind of assessment than in step 1.
3. You compare the results using our Team Charting visual tool to view the results.

Each step is illustrated below:



Clarifying terms ...

The Hiring Insights assessment and report is used to identify a profile fit for a job or position. The Hiring Insights assessment is answered with the job requirements in mind. You will answer according to the assessment while thinking about what is important for the particular job or position. Thus, one Hiring Insights assessment is used per position. The retail cost is \$39.95 per Hiring Insights report.

Discovery Report DISC profile assessments are used with individuals or candidates who answer the assessment regarding himself or herself. This is what most people call a "personality profile." The result is a report that shows the person's personality traits and charts. Thus, one Discovery Report DISC assessment is used for each person (candidate). The pricing for Discovery Reports starts at

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\$12.95 USD each for the concise version. There are other versions with more feedback that retail for \$39.95 - \$69.95 USD.

You can see the various Discovery Report versions available at this link:

<http://www.discoveryreport.com/comparison-chart.html>

So, just to be clear, the [Hiring Insights assessments](#) (to analyze the job requirements) are sold individually (\$39.95 each) just as the [Discovery Report DISC profile assessments](#) (for the candidates) are sold individually (\$12.95 each). That way, you only buy only what you need. For example, if you have one position you are hiring for and 5 candidates, you would purchase 1 Hiring Insights assessment, and 5 Discovery Reports.

Detailed Instructions to Complete the 3 Steps of the Hiring Insights Process

1. **You complete a Hiring Insights assessment** with the position/job/role you are hiring for in mind. You can purchase a [Hiring Insights assessment here](#)

Once you have a Hiring Insights assessment access code, just go to www.discoveryreport.com

Enter your access code, and click the "Send Code to Begin" button and follow the on-screen instructions from there answering questions that relate to the position you are hiring for. Immediately upon completion of the assessment you will obtain a Hiring Insights Report for the position (on-screen and via email).

2. **Have the candidate(s) complete a Discovery Report** DISC profile assessment. You will need one Discovery Report access code for each candidate. [You can purchase Discovery Reports here \(adult concise version\)](#)

To have a candidate take the assessment, just send them to www.discoveryreport.com

They should then enter a Discovery Report access code (which you purchased and provide to them) and they click the "Send to Begin" button and follow the on-screen instructions from there.

The result will be that your candidate will obtain a Discovery Report (6-page version). You can also access the candidate's Discovery Report by entering the same access code they used at www.discoveryreport.com.

Keep the access codes handy, as you will need them in the next step.

3. **Use our [online team charting tool](#)** to chart all the candidates and the "target candidate" in one easy-to-understand chart.

So, ***after*** you have completed steps 1 and 2 above, you can then copy and paste the access codes used into the team charting tool form to view the results. Proceed with considering your top candidate(s) when you are satisfied that they are a good personality fit for the position.

Helpful Links:

[You can purchase a Hiring Insights Report access code here](#)
(one is needed to assess the job/position)

[You can purchase Discovery Reports for each candidate here \(adult concise version\)](#)

[Online team charting tool](#)

Personality Insights Website:

www.personality-insights.com

This is our main website with all of our company resources including training, books, videos, DISC profiles and more.

Discovery Report Website:

www.discoveryreport.com

This is our website focused on the Discovery Report DISC profile resources.

Support Contact Info:

Technical support: support@discoveryreport.com

Sales support: orders@personality-insights.com or call 800-509-3472