Facet5
Audition

Audition is a leading-edge online assessment tool that enables informed and effective recruitment, talent identification and succession planning decisions. Audition allows organisations to agree the role elements that are essential for success prior to selection, ensuring best fit of a candidate to both role and organisation.

Audition in your organisation

Selection decisions are often made with a complex web of information. The candidate's prior achievements, competence, and technical knowledge all need to be assessed, while reference checks often add to the complexity without always adding value. Facet5 Audition removes the complexity by streamlining the way organisations determine an individual's fit for a role, team and importantly the culture of the organisation. The process also provides helpful information on how personal attributes may help or hinder success once in the role, the team and organisation.

Audition model and output

Audition combines a role-definition profile with a Facet5 personality profile to produce a range of comprehensive, easy to read reports. The audition process involves:

1 Define the role

A short role definition questionnaire, taken by an incumbent or based on expert opinion, allows organisations to engage key stakeholders and agree key attributes required for success in a role. Key word descriptors are provided to guide the advertisement process.

2 Compare

Facet5 personality profiles are compared to one or multiple role definition profiles, showing the degree of fit to the role. Candidates can be compared to a single role profile or meaningfully compared to each other to assist in the decision making process.

3 Interview

A range of behavioural and situational questions are provided in easy to use tailored interview guides. These guides support a consistent interview process, meaningful comparisons of candidates and assistance with reference checking.

Audition enables organisations to:

- Define what success looks like in a role, team and organisation prior to recruitment, reducing time and cost to successfully fill roles
- Inform talent identification and succession planning processes by identifying key characteristics that will be shown over time, underpinning observed behaviours
- Ensure consistent recruitment and selection processes, by easily integrating into current processes and supporting managers with tailored interview guides, meaningful comparisons of candidates, and assistance with reference checking
- Increase retention by matching personality preferences with the role requirements
- Support the successful candidate and line manager in the first, often-challenging, three months in the role.

Audition key features and benefits

- Based on Facet5, a leading personality measure which accurately describes, explains and predicts behaviour
- A range of easy to read reports support effective recruitment decisions
- Web-based data collection for use and collaboration all over the world
- Facet5 Personality Profile can be taken in 30 different languages, with Audition output in 20 different languages
- Results available in real time, for download and use, quickly and effectively
- Library of existing Audition templates ready for immediate use.

Getting started

- click here for your local partner
- email info@facet5global.com
- visit facet5global.com

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