

M A N A G E M E N T by D E S I G N

Using the “ TRY ” Virtual Psychologist

This program can disassemble any candidate and tell YOU, the USER exactly what you are getting. You decide how “deep you want to go” based upon your needs. This is way beyond the Myers-Briggs[®], and even beyond academic tests used in research. To get the data, all your client has to do is visit a Website and complete a 55 minute test at their convenience. HR does a great job at screening candidates on hard skills and industry experience but they don’t have the time or expertise to discover what a candidate is REALLY LIKE. However, the Virtual Psychologist will tackle this problem and help prevent “poor hires” that usually show up after the person has been on the job and doesn’t look like a great FIT after all.

PERSON: Select the candidate you want to see and immediately you see their Personality Profile which scores them on 30 Business Dimensions (BD), tells you what they mean, signals highs/lows, discusses biases which influences their approach to others and lets you know if they are into impression management (IM) and if so, what kind and how severe.

PROFILE: This is an alternative view where it takes the top four BD’s in each area (e.g., Problem solving, Social style) and draws some conclusions about that candidate. Then you can select any area and SEE a plot of the scores and overlay it with another (1) candidate, (2) an existing employee or (3) even a position description. What could be easier!

ORDER: Impression management (IM) or how overt a person is being; is a huge issue in interviewing and working with others. If IM is present, the candidate can “fool you” into thinking they are something other than what they really are. See all aspects disclosed.

DYNAMICS: It is often enough to know if a person is dominant. However, the reasons or MOTIVATION for being one way or another is often critical for a good Fit. If you need to know WHAT drives the person and what they do under stress, it’s all here!

BIAS: The point is, a candidate will “ TRY ” to present the “best face” to get into your company so you need to know how sincere and direct they are being.

FIT: Very powerful. It takes the candidates scores and compares them on 30 BD for how they FIT into a number of positions (e.g., sales, technical, health care, manufacturing, customer service) and tells you their Fit where they fall out and how bad it is. This gives you a very important “first pass” at a candidates true FIT. Then you focus on areas of concern.

If you’re not “ TRYING ” to get in but are already part of the team, consider using the “ IN ” Virtual Psychologist. Rather than focus on what a person is REALLY LIKE, it assumes they’ve been accepted and development is more important. It can help you.

You would be hard pressed to find a human psychologist who could do this without using big words and work for so little money. The “ TRY ” Virtual Psychologist can effectively help screen your candidates and tell you quite a bit about their strengths and weaknesses so you can make a better informed decision before you hire then and get surprised. All you need is the data that is uncovered by the Digital Couch.