



LEADER TOOL

UNLOCKING YOUR PEOPLE'S STRENGTHS



How many leaders can hand on heart say that they deeply know their own strengths? Would you be able to accurately identify the strengths and personality traits of each of your team to better tailor your communication with them? Many leaders lean into their intuition in identifying personal strengths, aptitudes or communication styles. However, even for those truly self-aware leaders, would we have adequately factored in our own personal biases in these assessments? We make all sorts of assumptions about people from their outward appearance. Often it's not deliberate; it's our brain's way of taking short cuts and joining the dots. We take the information we have, overlay information from knowledge or experience, and develop a judgement. It's interesting to think back to when you first met one of your colleagues and remember your first impressions and how this changed when you got to know them.

Depending on the situation, we don't always have the time and opportunity to find out the most important elements for successful team and individual relationships and achievement. Typical examples can be found in the recruitment and development process or when an organisation is going through a transformation. At these times, having a clearer insight is crucial.

Decision making around recruitment, development and change can be complex and difficult for leaders. We try to put aside any bias, question whether we have unconscious bias that we could become conscious of and then try not to apply that bias! More and more, we are looking for ways to make the data we have or can access, work harder for us and apply rigour, reliability, standardisation and validity to analysis and interpretation.

At AccessEAP, people are at the centre of what we do, our business is intrinsically personal, and our vision is for your people to be their best at life and work. As a leader, could you benefit from unlocking your people's strengths and attributes through psychometric testing? The real power of psychometric testing lies in interpreting and applying the information, ensuring that perspective and context are maintained through consultation and coaching. This service can be useful for:

- **Recruitment** - Strengths, personality, behavioural and communication preference psychometric tests can help leaders and hiring managers select candidates who best fit a position, organisation culture, minimise bias, and maintain a standardised evaluation process. Candidates can be compared in a number of key areas to supplement the interview and reference checking process.
- **Individual development and training** - it probably happens more often than we would like to think; hidden talents remain hidden, and your people don't reach their full potential. Psychometric tests can help you quickly uncover a person's ability to extend and develop to take on new or different tasks. Without the support of testing, this process could take longer and fail to deliver accurate outcomes.
- **Team building and development** - Self-awareness and understanding of others helps group behaviours and dynamics and fosters positive relationships. Having an objective view of team members and the reason they relate to each other in a certain way can be motivating and demonstrates how you value your people.
- **Career development and progression** - no matter what career stage, it can be beneficial to uncover valuable insights fundamental to overall career satisfaction.

This Leader Tool provides information that could be useful now or in the future. If you would like more information, please contact your Relationship Manager. As always, as your EAP we are here to support your people whatever the nature of their concerns, please contact AccessEAP on **1800 818 728**.

