



## Audition – Using Facet5 Profiling

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. **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.

### Audition Model & 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 a manager or based on expert opinion, allows organisations to engage key stakeholders/or colleagues within the organisation. Provides agreement of key attributes required for success in a particular role.

#### 2. Facet5 Personality Profile Completion

- Each candidate will complete the online questionnaire which consists of 106 questions and takes approximately 15-20 minutes.

#### 3. 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 compared to each other to assist in the decision making process.

#### 4. Interview

- A range of behavioural and situational questions are subsequently 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 report and Components

Audition reports are clear, concise and provides the following:

- 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
- **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.

### Key Features and Benefits

- Based on Facet5 personality profile measure which accurately describes, explains and predicts behaviour
- Each **shortlisted candidate** completes an online questionnaire which takes approximately 15-20 mins
- A range of easy to read reports support **effective recruitment decisions**
- Web-based process, with **candidates matched against the desired profile**.
- Facet5 Personality Profile will provide the **variation of each of candidate against the desired profile**
- Library of existing **Audition templates** ready for immediate use, ranging from Senior Managers, Customers Service centre staff,

### Further Information

To find out more about Facet5 Audition contact:  
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