

## High Performance Modelling

High Performance Modelling is a tailor-made approach for establishing a 'blueprint' of the ideal behavioural attributes and attitudes of successful staff, against which shortlisted applicants can be compared.

### The benefits of developing and using a High Performance Model are:

- ◆ Better person match with critical success factors for the role
- ◆ Better team cohesion
- ◆ Reduce “Incorrectly Rejected” people who “look wrong” but had potential to be right in role
- ◆ Lowered turnover
- ◆ Greater productivity
- ◆ Increased average tenure



High Performance Modelling is a sophisticated approach to selection as it:

- ◆ Analyses your past and present performers against competencies.
- ◆ Takes into account the environmental and organisation specific factors that predict successful performance in that role within the organisational context.
- ◆ Develops a model of the ideal personal attributes for a role within your organisation.



Many organisations recruit new staff who were high performers in previous organisations, but who often do not perform so well in their organisation. The candidate does not fit this organisation, even though they can do the role in other organisations.

High performance modelling can capture the uniqueness of what is required and who will perform well in your organisation. By assessing your high performers we can analyse what makes the difference in your organisation.

The high performance model is designed to:

- ◆ Have ideal but realistic zones on each assessment scale
- ◆ Ensure candidates are not wrongly rejected
- ◆ Show where a candidate fits and does not fit with the model
- ◆ Increase the likelihood a successful candidate will become a high performer on the job



Modelling can be especially useful to help screen candidates in a candidate short market as you can make sure you are not incorrectly rejecting those who have potential to be high performers, but who may not interview that well or do not have as much previous experience as you would like.

The model should ideally include at least 20 or more incumbents from the same role. The modelling process usually takes 1-2 months, from start to finish, and generally includes the following stages:

- Stage One:** Define Person Competencies for Role
- Stage Two:** Find appropriate assessments to measure desired competencies
- Stage Three:** Managers to select modelling participants
- Stage Four:** Assessment of participants
- Stage Five:** Development and Validation of model
- Stage Six:** Feedback of Results to Management Team
- Stage Seven:** Feedback to the participants