

BIRKMAN ONBOARDING FOR NEW CANDIDATES

1. Power Pages Report

- ▶ Each candidate fills out the Birkman questionnaire.
- ▶ Hiring manager is sent 4-page Birkman report. **\$350**

2. Discuss Candidate Report

- ▶ Book a session with Dave to discuss each candidates' report and review Birkman results. **\$500/hr.**

3. Issues to Watch Report

- ▶ Comparative Results for each candidate and their potential direct supervisor are created.
- ▶ Report outlines potential "Issues to Watch" between the two individuals. **\$40**

4. Candidate Birkman Interpretation

- ▶ Clients often provide this for top candidates as another level of interviewing and sometimes to provide the candidate with insight into the team they may be joining. 2-Hour interpretation and full 33-page report. **\$1050.**

5. Candidate Interpretation review with Client

- ▶ Dave meets with hiring manager or supervisor to review interpretation interview results and provide reference check questions. **\$500/hr.**

6. Onboarding Instructions

- ▶ Instructions are provided for the chosen candidate based on their Birkman report results for best orientation and integration into the team.

7. Coaching Tools provided

- ▶ Coaching tools and reports are provided to the direct supervisor for ongoing success.

8. On-going Birkman Based Team / Trust Building Program

- ▶ Recommendations made for the team to continue building trust and effective communication skills through "Stop Guessing for Teams" team-building tool, regular team building sessions, and team retreats/events.

