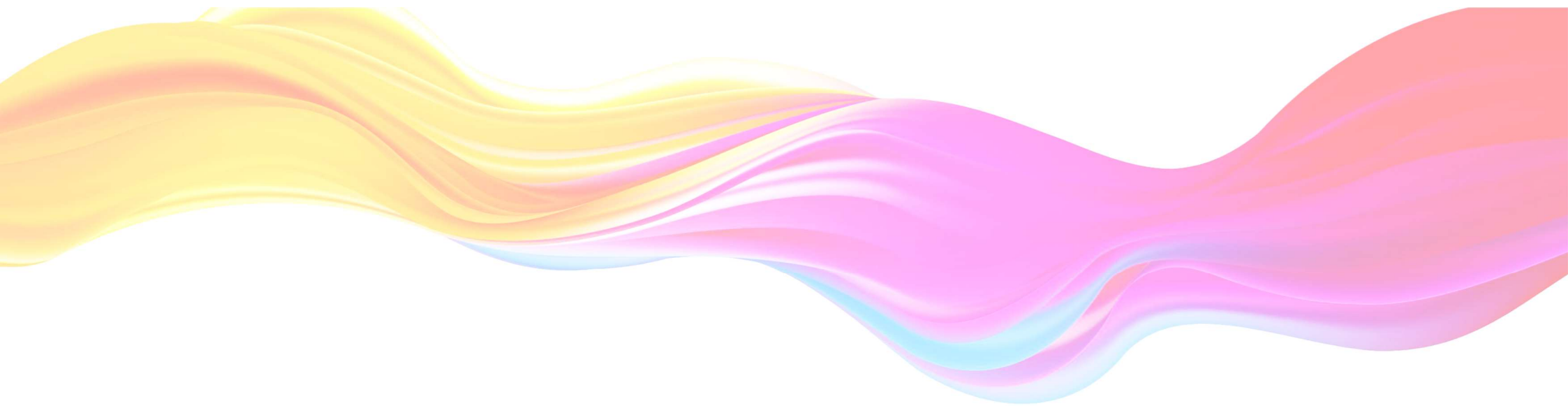# LYWo Recruitment

We believe you can love your work !

Our name sounds like… "Lee-Voh"

the value we add...

What makes anyone tick ?

We all can agree easily that **Attitude** is the **most important** character that help's us achieve anything... and we look for this right match in everyone new and present within the organization !!

But **how do we measure it ?** What attitude is best suited for which role ?

Helping you measure attitude…

Defining the Attitude *you want to see in a person is not*

easy to do. Trained Psychologists and Experienced

Managers and Recruiters **often get it wrong !!**

Our 12 Simple work behaviours predict the best Attitude necessary for a Job !

- Friendliness
- Cooperativeness
- Efficiency
- Self Confidence
- Accuracy
- Independence
- Self Motivation
- Enthusiasm
- Patience
- Sensitivity
- Persistence
- Thoughtfulness

Getting it right !!

Step 1 - *Pick 6 among the 12 that are most important for a role.*

Step 2 - *Pick 2 among them that you think are the most important !!*

I'm an Appraiser

Friendliness   Thoughtfulness ⭐

Enthusiasm   Patience   Efficiency

Cooperativeness   Sensitivity ⭐

Accuracy   Independence   Self Motivation

Persistence   Self Confidence
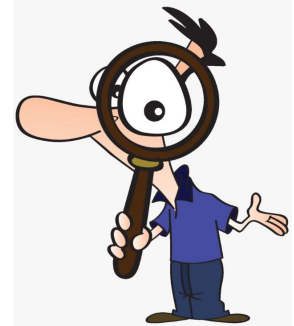
Strengths

Articulate, Well-researched, Produce quality results
Self-disciplined, Careful, Expressive, Enthusiastic, Fun

Appraisers are articulate, creative, organized, believable and conscientious. They are a unique blend of creative and critical. They seek the company of others and are also exhausted by them. They strive for perfection through solitary analysis and at the same time wish they were socializing at a party! They are convincing, well-researched public speakers and dramatists. They are imaginative and creative analysts. They want attention and they also just want to be left alone.

Helping you pick them right too...

With **a Simple Value** on how closely a team member or applicant matches the desired Profile, you can **confidently make decisions** without being expert Psychologists and Behavioral Analysts.

Imagine how easy it has become to choose your best Flight or Bus Journey or even choosing a new restaurant to eat at !! Do the same thing **with your people Choices** too..

65%   45%   93%   23%

how it works...

Choose your Ideal Behaviours

Each role within your organization might require certain behaviours based on what is unique and special within your organisation. Based on your selection, we will determine how well each of our 14 profiles meet the requirements.

Developer

Promoter
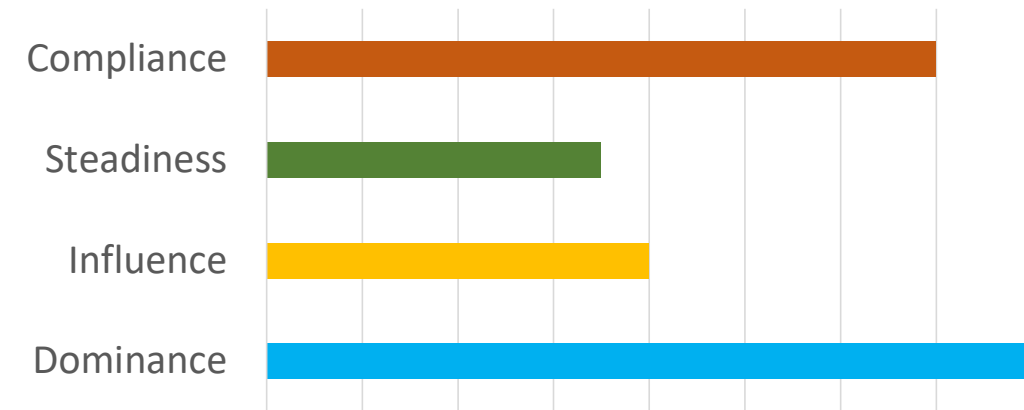
Specialist

Thinker

Persuader

Achiever

Evaluate current and new members

People take a Test where they choose between words and decide what they are most like and what they are least like..

	Friendly	Accurate	Outspoken	Calm
Most	○	○	⦿	○
Least	○	○	○	⦿

Compliance

Steadiness

Influence

Dominance

The test output measures 4 primary traits and the combination of these help identify the profile.

Developer

Learn the Strengths of each Profile..

Developer

The more your understand your team member, the more you can work efficiently with them...

Dominance	Influence	Steadiness	Compliance
Self Reliant	Confident	Stable	Perfectionist
Calculated Risk Taker	Convincing	Mobile	Accurate
Self Critical	Observing	Outgoing	Fact-Finder
Unassuming	**Discriminating**	**Alert**	**Diplomatic**
Self Effacing	Reflective	Eager	Systematic
Realistic	Factual	Critical	Conventional
Weighs Pros and Cons	Logical	Discontented	Courteous

Identifying one's own natural behaviours will help them to take up tasks that they can excel at use help where needed and everyone wins..!!

setting the job profile..

Select the desired behaviours

Consider what is most important for the person to successfully fulfil their expectations of a role. While all positives are relevant in all. Some will have a more direct and higher impact than others...

Sensitivity

Self Motivation

Friendliness

Efficiency

Persistence

Thoughtfulness

Enthusiasm

Accuracy

Self Confidence

Cooperativeness

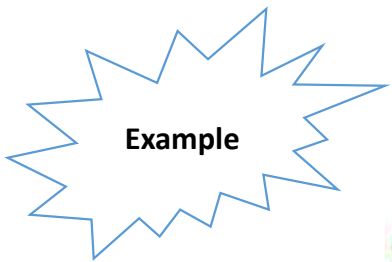Patience

Independence

A unique requirement for each role..

Each Manager or Job Role creator can identify the 6 desired behaviours for each role. and then select two among them as most desirable that will help make a better profile.

Example	Accuracy	Co-operativeness	Efficiency	Enthusiasm	Friendliness	Independence	Patience	Persistence	Self-confidence	Self-motivation	Sensitivity	Thoughtfulness
Sales Manager		✓				✓	✓	✓⭐	✓	✓⭐		
Mftg. Executive	✓⭐	✓	✓⭐	✓						✓		✓
Quality Analyst	✓⭐	✓				✓	✓⭐				✓	✓

Guess the most prominent trait

To improve the accuracy of the report, please provide to us the most dominant primary trait in each of the candidate in your team who is being tested. Pick one among the 4 Traits... and maybe even 2 if you must !

Dominance
The factor of determination, ambition and motivation to succeed.

Influence
The factor connected to communication, openness and social confidence

Steadiness
The factor relating to a person's natural pace, and their reactions to change.
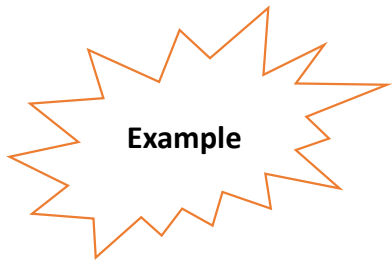
Compliance
A factor indicating a concern for practicality, rules and detail.

A trait that defines each team member..

Each supervisor can use their experience of working with their team members to select the trait that they most often demonstrate at work..

Example

	Dominance — The factor of determination, ambition and motivation to succeed.	Influence — The factor connected to communication, openness and social confidence	Steadiness — The factor relating to a person's natural pace, and their reactions to change.	Compliance — A factor indicating a concern for practicality, rules and detail.
Richard Mc Goon	✅			
David Bowie			✅	
Alfred Hitchcock		✅	✅	

ask me something..