

# Elevating Graduate Recruitment: Unleashing Unique Talents with TalentPredix™



## The Challenge

The [Commons Library Debate](#) pack of 10 January 2023 on “Skills and Labour Shortages” highlights the fact that around 13% of businesses across all sectors are experiencing a chronic shortage of workers. In some sectors, this is as high as 35%. The public sector is not immune.

Recognising the need to attract and retain top talent, and the challenges they face in doing so, four of the Suffolk local government councils - Babergh and Mid Suffolk Council, East Suffolk Council, West Suffolk Council, and Suffolk County Council – joined forces to attract and nurture top talent through the creation of a county-wide graduate recruitment programme.

However, they realised that their conventional recruitment process which included the use of generic psychometric profiles, coupled with various assessments to evaluate candidates, could not be relied on to deliver the results they required. Although these tools provided some insights into candidates’ behaviours and motivations, the councils recognised the need for a more person-centred, appreciative and nuanced approach that would enable them to not only identify the best and most appropriate candidates with the greatest potential, but also enable them to nurture their individual talents in line with their values and career drivers – a critical component of talent retention. They turned to TalentPredix™ to achieve this.



TalentPredix™ is a strengths-based psychometric assessment that's been specifically designed to unearth an individual's unique talents, motivations, and values. TalentPredix™ is thus able to deliver a more personalised experience to both the HR team and the candidates by enhancing not only the recruitment process through customised strength-based interviews, but also the successful candidates' future employment through tailoring their development in line with their individual, identified natural qualities.

A leadership and organisational development lead commented:

*"Using the TalentPredix report, we were able to offer individual feedback sessions and use responses to better understand candidates' Career Drivers and Top Talents. These profiles were simple to analyse, and we were able to devise a bank of questions, some based on possible performance limiters/overused talents and how they would employ their strengths for positive outcomes within their placements."*



The adoption of TalentPredix™ has brought about a host of benefits for the Suffolk Councils:

- ✓ **Enhanced Interview Process:** TalentPredix™ enables the councils to tailor interview questions specifically for each candidate. This customisation helps draw out more from the candidates, especially those with limited work experience. For instance, if a candidate scores low on personal growth, the interviewers can inquire about their motivations for joining the graduate programme, leading to deeper insights into their aspirations.
- ✓ **Optimal Placement Matching:** The strengths-based approach of TalentPredix™ allows the councils to align candidates with placements that best suit their unique talents. This means that graduates are more likely to thrive in their roles, contributing positively to the councils' objectives.
- ✓ **Strategic Insights:** The councils are able to generate a TalentPredix™ group report revealing comprehensive results and trends across the board. This data will be instrumental in shaping strategic decisions and guiding development initiatives moving forward.