



## INITIAL RECRUITMENT INTERVIEW SCHEDULE (IRIS)

### What is it?

The IRIS is a structured 30 - 40 minute interview that determines an individual's:

- Current capability to manage complexity, ambiguity, and uncertainty at work
- Decision-making capability (operational through to strategic)
- Theme of Work where he / she will experience 'flow' and engagement
- "Snapshots" of where an individual is likely to experience flow in 5, 10 and 15 years' time
- Designed for use with people currently working in the operational levels

### The IRIS will be beneficial when you need to:

- Select the 'right people into the right roles' at operational levels
- Increase the level of flow and engagement in your organisation
- Identify supervisory or managerial potential for career development
- Selection of candidates for equity initiatives
- Selection of candidates for bursary schemes
- As an aid to succession planning and to identify "high flyers" for fast-tracking
- Develop talent pools
- Improve talent retention, job satisfaction and commitment

### Outputs of the IRIS:

- Candidates receive feedback **immediately** after their IRIS has been completed (where requested)
- Organisations are provided with feedback
- Reports are made available to both organisations and candidates

### The IRIS is associated with the following ROI within organisations:

- Increased productivity, performance and market share
- Improved customer relations
- Greater employee satisfaction and retention

For more information on the IRIS or a free consultation please contact [info@biooss.com](mailto:info@biooss.com) or call 011 4502434

## INITIAL RECRUITMENT INTERVIEW SCHEDULE (IRIS)

IRIS Training is offered as public or in-house courses.

Dates, prices and online registration for public courses can be found on the BIOSS SA website [www.biooss.co.za](http://www.biooss.co.za), or by contacting the Johannesburg office on +27 (0) 11 450 2434.

*Competence and standards are continuously and rigorously monitored.*

#### Contact BIOSS SA

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