

Using Belbin GetSet to help secure employment

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The scenario

The States of Jersey initiated and funded an 'Advance Plus Employment Scheme' to facilitate and support adults in securing employment in a difficult economic climate.

The intention of the scheme was to demonstrate to prospective employers that the people involved in the scheme had demonstrated an eagerness to learn new skills by committing themselves to a programme of personal development.

Jackie Bullivant of Platform 4 Training designed and facilitated a programme to help people understand and make the most of their natural attributes. This included providing each person with a Belbin GetSet report to support the process of:

- Raising self-awareness of natural strengths and how to use this information to make informed decisions about the type of work at which they are likely to excel.
- Using mentored support to help each person make a case for how their specific behavioural strengths can be used to enhance the job application process.
- Understanding how the interview advice contained within each person's report can be used to best effect.

The above was integrated into a programme that used the Belbin DVD Fire, Toast and Teamwork and the Belbin active learning exercises. It also integrated training on CV writing, interview skills and identifying employer expectations to ensure each person stood out from the crowd and thereby enhanced their prospects of success when applying for a job.

The outcome

After piloting the programme the States of Jersey regarded it as being so successful that they decided to make it part of their training bundle to those seeking work through the Advance Plus Scheme.