



Eastside People Recruitment Services – Behavioural Assessment

What is Behavioural Assessment?

Behavioural and motivators assessments are particularly valuable for senior leadership, CEO and board appointments where leadership style, communication approach and personal drivers can have a significant impact on organisational success.

Used at the final stage of a recruitment process, they provide objective insights that complement interviews and other assessment processes, helping boards make more informed and confident appointment decisions. Rather than acting as a pass/fail test, the assessments provide additional evidence about how a candidate is likely to lead, communicate, make decisions and engage with the organisation's mission and stakeholders. They are designed to inform discussion rather than determine outcomes.

The value of behavioural and motivators assessments extends beyond recruitment. The insights gained can also be used to support onboarding, leadership development and team effectiveness once an appointment has been made.

This service is available as part of Eastside People's recruitment offer for senior leadership, interim and board appointments across the not-for-profit sector.

What does the service include?

Assessment options

1. Behaviour Assessment Test – The DISC Behavioural Assessment provides insight into how an individual is likely to behave and interact in the workplace. It explores communication style, decision-making preferences, approach to teamwork, pace of work and response to challenges. The assessment helps organisations to:
 - Understand a candidate's natural behavioural style and how they may adapt to different environments.
 - Assess leadership, influencing and communication approaches.
 - Identify strengths and potential development areas.
 - Explore how an individual is likely to work with colleagues, stakeholders and teams.
 - Make more informed recruitment decisions based on objective behavioural data.





2. **Motivators Assessment** - While DISC explores how people behave, the Motivators Assessment examines why they behave that way. It identifies the values, drivers and underlying motivations that influence decision-making, engagement and long-term performance. The assessment helps organisations to:
 - Understand what inspires and energises an individual.
 - Identify the factors most likely to drive commitment, performance and job satisfaction.
 - Explore alignment between a candidate's motivations and the requirements of the role.
 - Gain insight into how an individual prioritises decisions and opportunities.
 - Reduce the risk of appointing candidates whose personal drivers may not align with the organisation's objectives or culture.
3. **Team Dynamics** – Using team mapping and team dynamics analysis, we can compare an individual's behavioural style and motivators with those of existing colleagues, leadership teams or boards. This helps organisations to:
 - Improve communication and collaboration between team members.
 - Explore how different leadership approaches may impact team performance.
 - Support the successful integration of a new CEO, Director, trustee or senior leader.
 - Build greater self-awareness and understanding across teams.

All options include scoping, the assessment test(s) and full feedback with a qualified assessor.

Frequently Asked Questions

Q. How difficult are the questions?

A. The assessment is straightforward and does not require any specialist knowledge or preparation. Candidates are asked to rank a series of statements according to their preferences and typical behaviours. To achieve the most accurate results, we recommend completing the assessment in a single sitting.

Q. How much time does it take to complete the assessment?

A. Most candidates complete the assessment within 10–20 minutes. It is designed to be completed online at a steady pace and without interruption.

Q. How do candidates complete the assessment?

A. The assessment is completed online via a secure link provided by Eastside People. Candidates should ensure they have a reliable internet connection and a quiet





environment in which to complete the assessment. Full instructions will be provided in advance.

Q. Is there a pass mark?

A. No. There is no pass or fail outcome. The assessment provides additional insight to support the recruitment process and complements information gathered through applications and interviews.

Q. Is it a personality test?

A. The assessment focuses on behavioural preferences and motivators rather than personality. It helps identify how an individual is likely to communicate, make decisions, interact with others and respond to different workplace situations.

Q. Can candidates influence the results of the test?

A. The assessment is designed to identify consistent patterns of behaviour and motivation. As a result, attempting to answer questions based on what a candidate believes is the "right" answer is unlikely to produce meaningful results. The most useful approach is to answer instinctively and honestly, providing an authentic picture of how they typically operate.

Q. How reputable is the psychometric tool being used?

A. We use internationally recognised TTI Success Insights assessments, which have been developed over more than 30 years and are used by organisations worldwide. The tools provide reliable insight into behavioural preferences, communication styles and underlying motivators, helping recruitment panels make more informed decisions and supporting effective leadership development and team integration..

Q. How are the results used?

A. Assessment results are not used in isolation. They form one part of a wider recruitment process and are considered alongside interviews, other assessments, experience and technical competence. The insights help recruitment panels explore areas in greater depth and make more informed appointment decisions.

Eastside People Recruitment Services - our wider experience and track record

Eastside People offer specialist [executive recruitment and search services](#). With a substantial record of appointing to leadership roles on an interim, permanent, consultancy and board basis for a wide variety of social sector organisations - and as a social enterprise ourselves - we have a genuine understanding of the not-for-profit sector and of the staffing issues you face. Our approach is bespoke and relationship-based.

We take the time to get to know your organisation and to understand your needs, so that we are able to act as effective frontline ambassadors for you throughout the recruitment process and adapt our practice to your requirements. How can we help you?





[Find out more](#) about the services available for non-profits from [Eastside People](#).

If you would like to discuss how we can help your organisation make a transformational change through specialist advice and support, please contact us:

Contact us

Tel: 0203 821 6174

Email: sarahc@eastsidepeople.org