

1. Attraction

- Create interest for individuals to join Australian High Performance sport system
 - Help individuals understand expectations of the role

2. Recruitment

- Assists with developing job descriptions
 - Informs candidate shortlisting criteria
 - Informs candidate interview questions
- Informs candidate assessment strategies/activities
 - Informs candidate selection criteria
 - Informs reference check questions

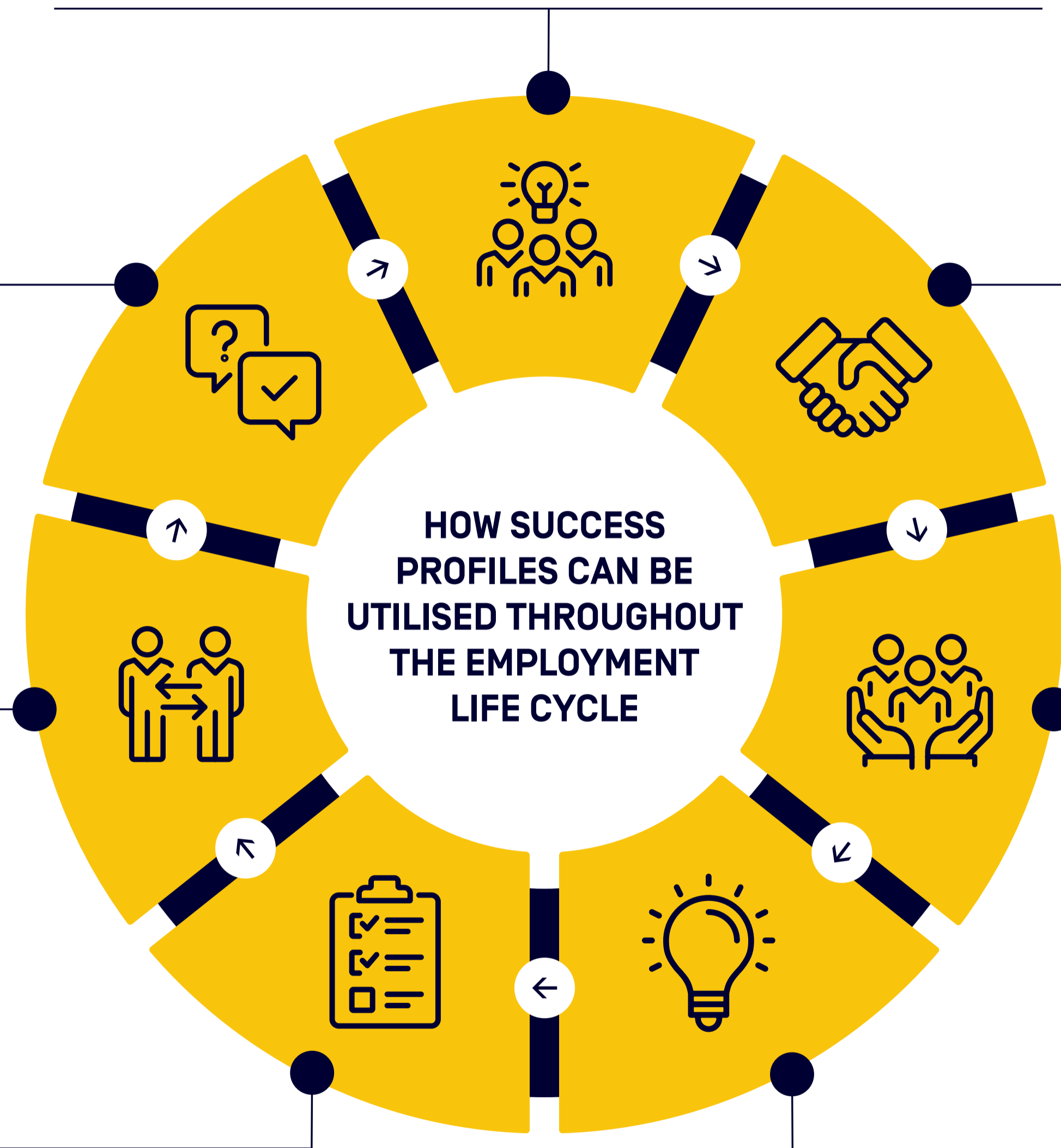
3. Onboarding

- Assists new employee to better understand role requirements and expectations

4. Development

- Helps identify areas of development for an employee [such as further training or qualifications, enrolment in professional development courses or attending relevant conferences or networking opportunities]

HOW SUCCESS PROFILES CAN BE UTILISED THROUGHOUT THE EMPLOYMENT LIFE CYCLE



7. Exit or Separation

- Used in exit interviews to assess right fit for next person
- Helps incumbent provide advice to the organisation to assist with recruitment for next person
- Assists incumbent articulate aspects of the role that did not meet their expectations

6. Succession Planning

- Helps identify talent pipeline of successors to replace executive, leadership or other key employees when they transition to another role, retire or depart the organisation
- Helps inform areas of development and training required for a successor in preparation for transition

5. Performance Management

- Assists manager and employee set KPI's and goals
- Supports performance conversations and meetings
- Informs decision whether an employee is right fit for a role and passes probation