



DATA#3 enhances collaboration and productivity amongst its ‘remarkable people’

THE ROLE OF THE RBP AT DATA#3

National Manager, OD & HR Tash Macknish wasn't with Data#3 back in 2001 when they first started using Revelian (then Onetest) tools to help them find and develop the best people. But she wholeheartedly endorses the continued use of Revelian tools, in particular the Revelian Behavioural Profile for Development (RBP-D).

“We use the (RBP-D) tool across our whole business. It's an integral part of our HR process across areas such as team-building, performance management, and mentoring and coaching. It's also a key tool in our career planning process: we start with a career SWOT analysis that's underpinned by the RBP-D. Completing the assessment helps people understand themselves and analyse their own strengths, weaknesses, opportunities and threats.”

Tash says that while the RBP-D is widely accepted throughout the business, there are occasionally sceptics who place behavioural assessments in a similar category as astrology or tarot cards.

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DATA#3

- 2019 HRD Employer of Choice Gold Winner (500+ employees)
- 2016 HRD Employer of Choice Gold Winner (500+ employees)
- 2017 HRD Employer of Choice Silver Winner (500+ employees)
- 2017 Australian Business Awards Employer of Choice
- 2017 Women in Technology (WiT) Employer of Choice.

Data#3's culture is built on five core values that make up the acronym HEART: Honesty, Excellence, Agility, Respect and Teamwork.

One of the tools that contributes to keeping that culture alive and helping it continue to thrive is the Revelian Behavioural Profile (RBP-D).

data3.com



CASE STUDY

Tash likes to tell the sceptics (and others) about a very personal story that improved her own work relationships and performance.

“There was a new senior manager leading a business unit I was supporting several years ago, and our relationship was basically disastrous. We couldn't communicate, we weren't achieving results... he wasn't engaged, I was considering leaving. We both felt like we were failing.”



CASE STUDY

Tash suggested that they both complete the RBP-D to see if they could understand and work out their differences. While her manager was doubtful, he agreed to do it and was stunned by the results. The assessment showed that her manager had a high 'C' or strongly **Compliant** profile, which meant he was passionately focused on doing things correctly, making sure he had all of the information he needed before making a decision, and carefully considering all of the facts.

Tash, on the other hand, is a high 'I', also known as an **Influencer**: she's very gregarious and people-focused, can do or think about a number of different things at the same time, and loves interpersonal interaction.

Completing the assessment helped them both understand their differences and, more importantly, start a conversation about how they could improve their relationship and achieve better outcomes together. Tash agreed to try and provide a structured agenda for their meetings – preferably in advance so her manager had time to think about it, and to talk less – or “halve the words” – when they did meet.

Tash's request to her manager was simple: she wanted him to ask her how she was. And, while she says he initially paid lip service and dutifully asked her how things were going when they met, over time this behaviour became the norm.

As Tash says, “We were never going to be best friends. But we were able to build a highly successful work relationship and achieve some excellent outcomes together. And that's what's important, because as a business we need to be able to work together. Understanding how other people's styles compare to yours, so you can both adapt and mould your behaviours – it's a win-win situation.”

BUSINESS OUTCOMES

The most important outcome for Data#3 is simple:

“A change in behaviour leads to building relationships, which leads to results. It's that black and white”.

In contrast, Tash believes that if people don't have a good working relationship, and management doesn't do anything about it – in her words, they “let it fester” – then teams become unproductive. It might seem obvious that businesses get greater efficiencies and productivity when they get people collaborating together, but often they don't know how to do it.

Using the RBP-D widely across the whole businesses means that all Data#3 employees have a shared language and method of understanding behaviour and relationships, and the tools to improve them and, as a result, their performance.



THE REVELIAN BEHAVIOURAL PROFILE (RBP)

This short, 10 minute assessment is based on the well-respected DISC model, developed by William Marsden in 1924 and widely used across the world.

As a **recruitment tool**, it helps you understand how candidates will fit in with your current team, and how their preferred behavioural style fits with the role requirements.

As a **development tool**, it helps your teams better understand their own and other people's behavioural preferences, which helps to foster improved teamwork, collaboration, interpersonal communication and leadership effectiveness.



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Completing the assessment helps people understand themselves and analyse their own strengths, weaknesses, opportunities and threats.

Discover what lies
below the surface.

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