Xceptional

Candidate: **Natalie Ballie**

Location: **SYDNEY, NSW**

Candidate Profile

26 September 2022

Candidate Profile

Natalie Ballie (She / Her)

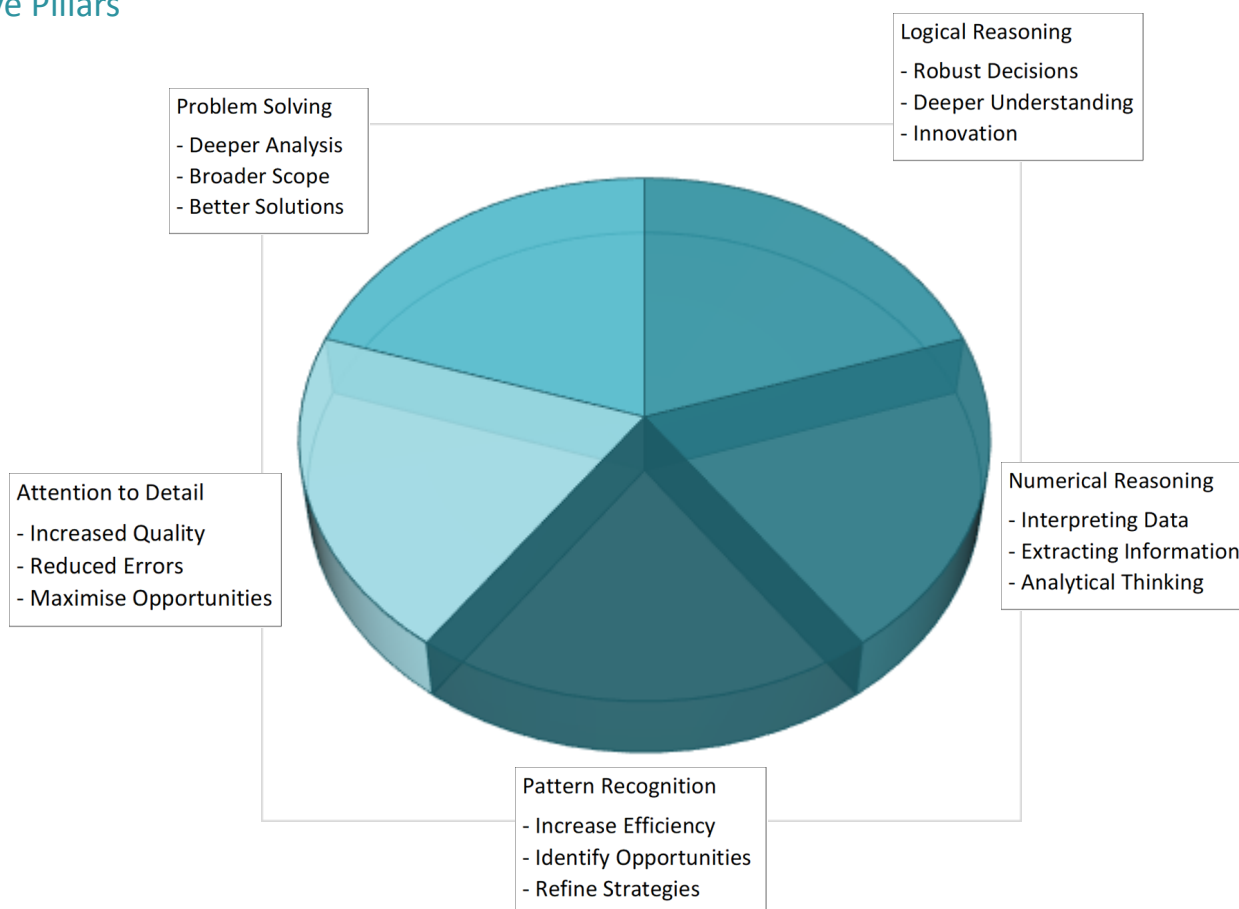**Xceptional**

Neurodiversity in your workplace

Neurodiverse employees can possess well documented natural talents, such as high levels of concentration, acute attention to detail, persistence, accuracy and an excellent memory. This untapped talent pool is often overlooked as the application, interview and assessment process is not optimised to identify essential skills for a role, instead relying heavily on self promotion, eye contact and confidence. Neurodiverse employees often fill gaps in workplaces where systemic thinking, visual perception, honesty and dedication can be valuable traits. Feedback from hiring managers and colleagues has shown us that building a neurodiverse workplace has increased productivity, improved customer service and internal communication and has created a more inclusive and enjoyable workplace.

Recruiting for success

Xceptional's unique assessment and recruitment process breaks down the skills matching methods used in traditional recruitment practices to truly identify each candidate's natural abilities and potential contribution to the workplace. By identifying natural abilities, hiring managers and talent specialists can better map a candidates suitability to a role without relying on an applicant's ability to articulate and self promote under what is often a highly anxiety provoking interview process.

Xceptional's skills assessment tools identify skills employers might otherwise miss, such as Problem Solving, Logical Reasoning, Attention to Detail, Numerical Reasoning, and Pattern Recognition. Results are provided against a benchmark of average results to provide an indication of where a candidate's skills rank in the current market place.

Five Pillars

Logical Reasoning
- Robust Decisions
- Deeper Understanding
- Innovation

Problem Solving
- Deeper Analysis
- Broader Scope
- Better Solutions

Attention to Detail
- Increased Quality
- Reduced Errors
- Maximise Opportunities

Numerical Reasoning
- Interpreting Data
- Extracting Information
- Analytical Thinking

Pattern Recognition
- Increase Efficiency
- Identify Opportunities
- Refine Strategies

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Interpreting the Skills Profile

Each of the Five Pillars have been identified as critical skills in the technology and business sector contributing to the overall success of an employee's ability to contribute to, and enhance, business performance. Interpreting the skills Profile should be considered in conjunction with employees goals, level of experience and career objectives. Rating highly in a particular area does not indicate a candidate is an expert just as rating low does not indicate a candidate is not able to contribute. When considering a skills match, positions require varying levels of skills. For example a Junior Data Analyst that is required to extract and report back on trends may require higher levels of Numerical Reasoning and Pattern Recognition than the other skills mapped on the FIve Pillars. It is just as likely that as a Junior, the skill level attained on Numerical Reasoning and Pattern Recognition may be lower than that required of a Senior Data Analyst or Data Scientist.

Skills Profile
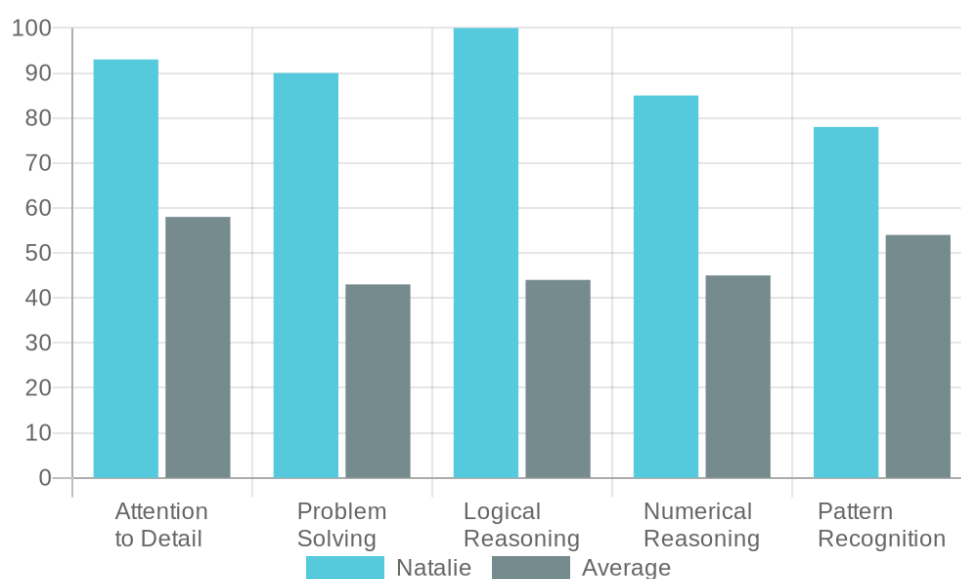
Natalie's natural skills are strongest in Logical Reasoning, Attention To Detail and Problem Solving.

Logical Reasoning - shows an ability to conduct experiments, solve puzzles and identify the relevant influencers on a given problem. Candidates may demonstrate the ability to understand cause and effect relationships, looking to identify the source of the problem.

Attention To Detail - shows an ability to achieve thoroughness and accuracy when accomplishing a task or a project. Candidates may find details that others overlook and may require little or no checking. Xceptional assesses multiple types of attention to detail, including spatial, linguistic, pictorial and numerical.

Problem Solving - shows an ability to understand a problem and then identify, design and evaluate a range of alternatives for a solution. When combined with high levels of executive functioning, candidates may also be skilled at implementing solutions to achieve the desired goal.

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Work Preferences

Research shows that employees are more productive, healthier, take less sick days and produce higher quality work when working in an environment that meets their broader emotional, psychological and physical needs. Identifying a candidate's work preferences helps to identify which workplaces an employee is more likely to succeed in and establish a long and meaningful career.

Industries:	Science & Engineering
Location:	SYDNEY, NSW
Working Rights:	Australian Citizen
Desired Workload: ?	35 hours per week or more
Desired Location:	Prefer to work remotely from home only
Relocation:	Available to relocate locally for the right role
Salary Range:	$100,000 - $120,000
Motivators:	*Natalie's motivations for working include:* To earn money To learn
Preferred Tasks:	*Natalie enjoys the following activities:* Help customers Work mainly with data and numbers Be a subject matter expert Teach people

Interpreting the data to identify suitable job titles

Australian market conditions are constantly changing. The skills and preferences that matched a Software Developer in 1990 are far from the skills and preferences that match in today's employment market. This change is more prevalent and rapid in the technology industry than in any other area. Job opportunities change from region to region as do the requirements based on the availability of local talent. Identifying suitable job opportunities in today's market is something a skilled employment consultant may be able to assist with by combining the Skills Profile and Preferences contained in this Candidate Profile, with local knowledge of your employment market.

? What is this?

Desired Workload

It is often assumed that all employees seek to work full time hours, and that if only part time hours are available that they will eventually seek to increase their hours. Many employees, for various reasons, aspire to work part time. Part time in itself though does not provide an employer with sufficient information to understand if a candidate is seeking 1-2 days or 3-4 days or if this is a temporary preference while working to increase their hours. Indicating a candidate's desired workload allows an employer to consider if these hours could be achieved from the commencement of employment to create a more desirable offer and if not, provides an indication of what hours the candidate would ideally like to work toward by either reducing or increasing their hours over time.

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Reasonable Adjustments

Reasonable adjustments to both the recruitment process and the workplace remove unnecessary barriers that prevent neurodiverse talent from participating and contributing in the workforce. Adjustments below are categorised to identify both required and preferred adjustments allowing employers the ability to consider what adjustments can be reasonably accommodated in their workplace, without excluding an applicant or employee unnecessarily.

Workplace adjustments are an initial indication of how barriers may be removed to improve performance and inclusion. Optional adjustments are also detailed as, even though they are not critical to performance, they may contribute to improving the working environment.

Recruitment Adjustments

Required:	Reducing the number of people on an interview panel to no more than 2; Receiving details of the interview in advance including interview questions.
Preferred:	Submitting a work sample as evidence of skills.

Workplace Adjustments

Physical Environment:	Natural light or other lighting considerations; Minimal or no visual distractions (busy walkways or open plan); Sensory accommodations such as smell or texture; Headphones; or other noise accommodations.
Working Hours:	Flexible hours or adjusted start times; The ability to work from home at least some of the time.
Social Interaction:	A supportive culture that is accepting of different communication styles.
Work Instructions:	Receiving instructions in writing or at least with details in a follow up email; Explicit instructions that remove ambiguity; Additional time to complete tasks.
Team Meetings:	A supportive culture that is accepting of different communication styles.
Feedback:	Regular communication and feedback from a Manager; Unambiguous feedback from a Manager that is detailed and direct; Supportive feedback from a Manager that is calm and gentle; Written feedback that can be referred back to.

Optional Adjustments

Physical Environment:	No known adjustments.
Working Hours:	No known adjustments.
Social Interaction:	Limited social interactions preferably with small groups or individuals; Support understanding social cues and interactions; The option to not attend large gatherings.
Work Instructions:	The opportunity to learn by task demonstration; The opportunity to ask questions and clarify instructions; Support with understanding workplace communication.
Team Meetings:	The option to not attend large gatherings.
Feedback:	No known adjustments.

About Xceptional

Xceptional is a leading technology platform that harnesses the strengths of neurodiverse people, securing them meaningful employment. Our business was established to demonstrate that the strengths of neurodiverse employees, while often overlooked, are of significant value to employers. Since launching in 2017, Xceptional has grown rapidly due to the increasing demand for neurodiverse workplaces and our unique work has been recognised with awards from Google.org, Westpac, AMP and Optus.

We attribute a lot of our success to the diversity of thinking and innovation that is made possible through our team, half of whom are neurodiverse. Our proprietary technology and innovation in the recruitment process, including this candidate profile, were designed and built by the neurodiverse community for the neurodiverse community. Our unique skills assessment tools help organisations identify skills in the recruitment process they might otherwise miss. Xceptional supports the recruitment process with comprehensive training and coaching for managers and candidates.

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