

THE GC INDEX®

The GC Index® is a radical re-think of how organisations identify and nurture key talent in the future; identifying how people at all levels in organisations make their impact.

WHAT DOES THE GC INDEX® MEASURE?

The GC Index is a measure of “proclivity” or more practically the inclination that someone has to make an impact to a role, team or organisation. Individuals at a fundamental level desire to make an impact through tasks and/or ideas and/or people. The GC Index provides the framework and language for individuals to understand this through the 5 GC Index roles: **The Strategist, The Game Changer, The Play Maker, The Implementer, The Polisher.**

GUIDANCE FOR CANDIDATES:

The GC Index® forms part of a Recruitment Framework. It is designed to serve as a practical and adaptable language and framework to:

- Enable the hiring manager to practically articulate the impact and contribution they require from the successful candidate within a specific role and/or team.
- Provide the framework for the hiring manager to effectively assess and benchmark candidates against the desired impact and contribution to a role and/or team.

When using The GC Index in a recruitment capacity we must be explicit that it is not a measure of competence, experience or personality. The GC Index is one data point within the recruitment process and is not used as a single deciding factor for an individual's candidacy for a role. There are no right or wrong answers and candidates should rest assured that there are no “preferred profiles” within The GC Index. See “Playing to Strengths” for The GC Index strengths based philosophy.

However, The GC Index is an invaluable language and framework for helping the Hiring Manager provide an open and impactful interview process and subsequently enable successful individuals to play to strengths and make the best impact they can in their role.

THE GC INDEX® RECRUITMENT GUIDELINES FOR CANDIDATES:

POWERED BY  THE GC INDEX®



PLAYING TO STRENGTHS:

The GC Index is a model that focusses on developing strengths of each individual.

The GC Index takes the view that

A PROCLIVITY + A SKILLSET = A STRENGTH

Example:
A PROCLIVITY (PLAY MAKER)
+
SKILLS SET
(CONSENSUS SEEKING, MANAGING CONFLICT, ASSESSING OTHERS' TALENTS, ENGAGING AND MOTIVATING)
=
A STRENGTH