It is academically-evidenced in over 400,000 people that targeting interventions to an individual's psychological readiness to change can *double* successful outcomes. This simple principle has remarkable implications for returning people to work.
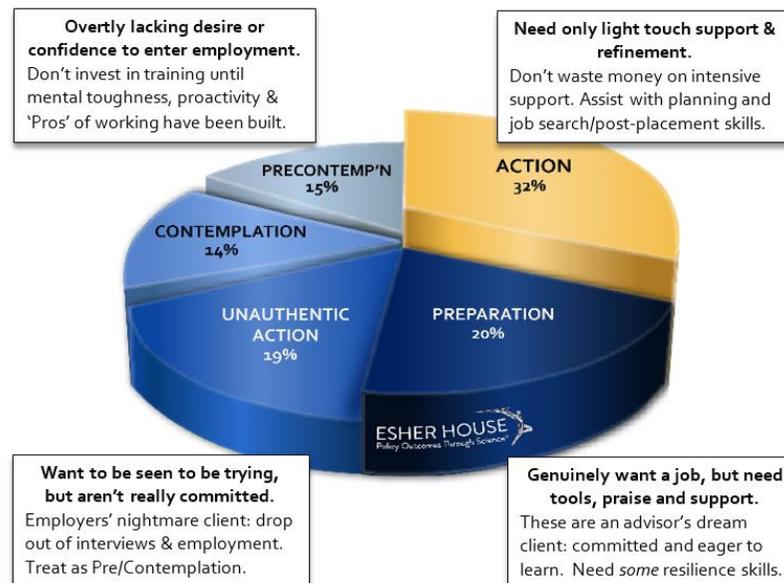
Esher House is now the world's leading organisation in applying readiness to change assessments and behavioural interventions to enhance employment outcomes. In the last 18 months over 50,000 Australians, British and Americans have been through our assessment and programs which build mental resilience relating to a new job and "nudge" them towards a desired outcome.

"PARC" SEGMENTATION TOOL

This diagnostic is widely recognised at Ministerial level as "the world's most accurate predictor of someone's genuine attitude and willingness to re-enter employment."

- 3-4 minute Survey.
- 12 items + 1 second to score.
- Data collected on Cloud or Retained within Protected Servers.
- 100% completion. 50K jobseekers (approx. 75K by June15).
- It is estimated that 72% of provider interventions are "Action"-oriented, yet only 32% of jobseekers are in this Stage of Change.
- 10 minutes for advisors to learn.
- If interventions are timed to a person's genuine readiness to change, outcomes are evidenced to increase by 20-100%.
- Identifies who will drop out of interviews and employment, annoying employers.
- **Allows advisors to effectively manage an influx of caseload.**

Overtly lacking desire or confidence to enter employment. Don't invest in training until mental toughness, proactivity & 'Pros' of working have been built.

Need only light touch support & refinement. Don't waste money on intensive support. Assist with planning and job search/post-placement skills.

Want to be seen to be trying, but aren't really committed. Employers' nightmare client: drop out of interviews & employment. Treat as Pre/Contemplation.

Genuinely want a job, but need tools, praise and support. These are an advisor's dream client: committed and eager to learn. Need some resilience skills.

PRECONTEMP'N 15%
CONTEMPLATION 14%
ACTION 32%
UNAUTHENTIC ACTION 19%
PREPARATION 20%

n = 21,000 JSA Jobseekers

Around two-thirds of jobseekers either lack the desire or confidence to genuinely seek a job and retain it. The tool allows for an efficient allocation of resources: spending any time or resource on interview skills, CV-writing, vocational qualifications etc. are a waste of time. Some of these clients WILL get a job, but many of them will drop out very quickly.

The PARC assessment identifies that majority that need some mental toughness preparation and elegantly refers them to your operational process.

Finally, we work with you to measure data and track outcomes to ensure that you have robust outcomes to report and a *precise return on investment*.

+19% JOB PLACEMENTS WITHIN 6 MONTHS AFTER IMPLENTATION vs control, n = 8,382

+105% 13 WEEK SUSTAINED EMPLOYMENT OUTCOMES Jan-June 2014 vs control, n = 9,500

Queensland's Chief Scientist has labelled the model "Profound", senior Dept of Employment have called it "Unprecedented" whilst Lord Freud calls the model "Exciting".