

BEHAVIOURAL AUDIT WORKSHEET

Session 1: Build Your Behavioural Blueprint

Objective: To assess the behavioural alignment of your current team and identify ideal behavioural profiles for current and future roles using E-DISC and Working Genius frameworks.

Step 1: Map Your Current Team

List all your current team members and record what you know about their behavioural traits. Use your knowledge or past assessments to indicate likely E-DISC profiles and Working Genius zones (if known).

Team Member	Role	Likely E-DISC Profile	Likely Working Genius(es)	Notes on Strengths & Struggles

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Step 2: Current Role Fit Check

Review each team member's behavioural profile and determine if they are in the right role for their wiring.

Team Member	Role	Ideal Behavioural Profile for Role	Are They a Fit? (Y/N)	Comments

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Step 3: Current Vacancies or Upcoming Roles

What roles are you currently hiring for or planning to hire in the next 12 months? Define the ideal behavioural profile for each.

Role	Ideal E-DISC Profile	Ideal Working Genius Pairing	Key Behaviours Required

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Step 4: Misalignment Flags

Use this space to record anyone you suspect might be in the wrong seat on the bus.

Reflection:

- Where have you previously hired based on gut feel?
- How could a behavioural-first approach have improved the result?
- What is your next step to implement E-DISC or Working Genius into your hiring process?