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## PBC EXPANDS CONSULTING TEAM



Peter Berry Consultancy (PBC) wants to share the exciting news of enticing Cate Borness to expand our consulting services and to further contribute to the growth of PBC.

Cate is a registered organisational psychologist with extensive experience in organisational development and talent management with an emphasis on psychometric test development and validation, recruitment, assessment and selection, team building, leadership development and executive coaching in both the public and private sectors.

[Click here to view Cate's Profile](#)

## "SOCIALISING" VALUES USING GAMIFICATION



Following on from 'How to Motivate Your Team', this edition outlines a contemporary approach to engage and align your people to your espoused Values.

Traditionally, Values Alignment strategies have been expensive and anecdotally have not produced good returns on the investment. Using a digital strategy, known as Gamification, you may be more likely to succeed.

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## PBC OUT & ABOUT

### PERTH VISIT

During the Perth visit, the PBC/Hogan team attended a number of events, including the Industrial & Organisational Psychology (IOP) Conference. Thank you to all those who visited us at the Hogan stand. Below are the topics covered by the team during the visit:

- [Why does extraversion predict leadership outcomes? A meta-analytic path analysis](#)
- [Understanding leadership in China](#)
- [Norming personality assessments: Challenges and practical considerations](#)
- [Toxic Leadership](#)

**HRIZON - AHRI National Conference and Exhibition:** 19-21 August, 2013, Sydney. PBC is proud to be an Exhibitor and Sponsor at this conference. Visit us at the PBC/Hogan stand #119.

**The 25th Annual AAGE Graduate Recruitment & Development Conference:** 30 October - 1 November, Sydney. PBC is proud to again be a Silver Sponsor of this event. Visit us at the PBC/Hogan stand.

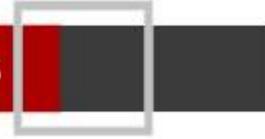
## RESEARCH STUDY



Jue Yao is a provisional psychologist who is due to commence full-time work at PBC in 2014. Jue is conducting a study looking at the use of professional online networking sites as part of executive search. She needs working adults to complete an online questionnaire, which should take approximately 15 minutes to complete.

Please click on <https://www.surveymonkey.com/s/KFZ3X8W> to complete the questionnaire. Any assistance you can offer Jue in completing this questionnaire or passing on the link to your colleagues to participate, would be greatly appreciated.

## HOGAN ACCREDITATION WORKSHOPS



### Get Hogan Certified.



Contact our office if you are interested in joining one of the Hogan Accreditation Workshops below:

#### 2013 WORKSHOP DATES

Sydney	Melbourne	Brisbane	Perth
5 & 6 September 17 & 18 October 28 & 29 November	22 & 23 August 21 & 22 November	24 & 25 October	6 & 7 November

To register [click here](#).

For courses outside of Australia and customised accreditation workshops, please contact our office (+61 2 8918 0888).



### **BULLYING THEIR WAY TO THE TOP**

According to the Workplace Bullying Institute, more than 50% of workers have witnessed workplace bullying. Those are alarming numbers, but perhaps more alarming is the WBI's conclusion that the vast majority of office bullies are managers, supervisors, and executives. How do so many of them end up in the corner office?

This ebook offers steps companies can take to reduce instances of workplace bullying.

[MORE](#)

### **4 WAYS COMPANIES ARE FAILING THEIR MIDDLE MANAGERS**

It seems like everyone is giving companies the same advice – to cull layers of their hierarchies and become leaner, flatter, and more transparent companies. But what if they got it wrong? Rather than bureaucratic roadblocks, middle managers serve a vital role in companies' ability to innovate.

This ebook explains four ways in which organizations fail their middle managers, and how they can fix it.

[MORE](#)

## INTRODUCING INSIGHT



The Insight series provides organizations with information about an individual's strengths, performance risks, and core values. Used as a feedback tool for selection or development, the report series gives emerging and mid-level managers the self-awareness needed to perform effectively.

[MORE](#)

## HPI SUBSCALES



The HPI is measure of personality assessment that provides leaders the strategic self-awareness they need to get along and get ahead. Raw scores on HPI subscales, available in many of Hogan's reports, allow interpretation above and beyond main scale scores.

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## EMOTIONAL INTELLIGENCE



The Hogan EQ Report, a new tool to measure emotional intelligence, is now available from the Hogan Personality Inventory and Hogan Development Survey. Valuable for candidate selection and employee development, the report identifies the soft skills necessary for success

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## DON'T HIRE THE BEST



Everyone has made a bad hire, and considering it typically costs 150% of their annual salary, chances are you don't want it to happen again. This book by Abhijit Bhaduri outlines how employers should weigh education, experience, competence, and personality to hire the right people and drive success.

[MORE](#)

## KEEP CALM AND CARRY ON



Everyone has worked with someone they could describe as a live wire or a short fuse. These individuals can energize peers and employees, but their mood can turn on a dime. What makes these time-bombs tick, and how can you keep your excitable people from unleashing their dark side?

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## COACHING THE COACH



CEOs and executives helm the ship by encouraging their crew to work together and use resources at hand. Although some guide their teams safely to their destination, others end up lost at sea. Organizational and executive coaches can help leaders keep their teams on track when they begin to flounder.

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## FROM THE BLOG



**The Art of Asking Good Questions** is essential in learning about, connecting with, and relating to the people in your life where relationships matter.

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