



# THE WORLD'S FIRST ORGANIMETRIC

**ORGANISATIONAL BUSINESS DECISION MAKING**

**POWERED BY  THE GC INDEX®**

# THE GC INDEX

The GC Index is an Organimetric – it measures how organisations can achieve outcomes. There are two stages in The GC Index process:

- Establishing what the organisation at any level (individual, team, organisational) wants to achieve (using GC Translate and the GC Language)
- Aligning individuals, teams or the whole organisation in the best way to achieve the desired outcomes (using GC Data)

This approach means that an organisation can use The GC Index to make better decisions in any of these areas:

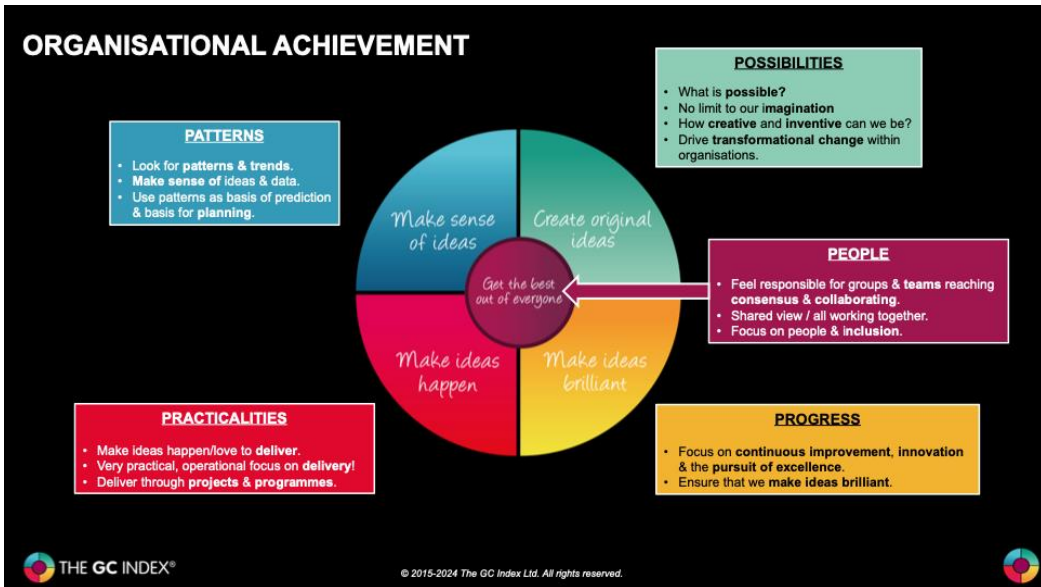
STRATEGY & BUSINESS	ORGANISATION & CULTURE
BUSINESS STRATEGY	CULTURE TRANSFORMATION PROGRAMMES
MANAGEMENT CONSULTING	EQUALITY, DIVERSITY & INCLUSION
MARKETING & BRANDING	OPERATIONAL IMPROVEMENT
MERGERS & ACQUISITIONS	ORGANISATIONAL DESIGN & DEVELOPMENT
SALES & GROWTH	WELLBEING
TALENT MANAGEMENT & DEVELOPMENT	CHANGE & TRANSFORMATION
LEADERSHIP COACHING & DEVELOPMENT	CHANGE MANAGEMENT
RECRUITMENT & ONBOARDING	DIGITAL TRANSFORMATION
PERFORMANCE MGMT & SUCCESSION PLANNING	INNOVATION PROGRAMMES
TEAM IMPACT DEVELOPMENT	PROJECT & PROGRAMME MANAGEMENT
YOUNG PEOPLE DEVELOPMENT	TECHNOLOGY & SOFTWARE SOLUTIONS

The GC Data is gathered by an individual completing The GC Index – an online survey with 59 questions. It is easy to complete, only takes 10 minutes and is intended for anyone in the organisation to benefit from.

When an individual completes The GC Index, they will then have a GC Review by an accredited GCologist so that they understand their natural inclination to achieve at work. The GCologist will take them through their 27 page GC Profile Report and then invite them to login to the GC Platform.

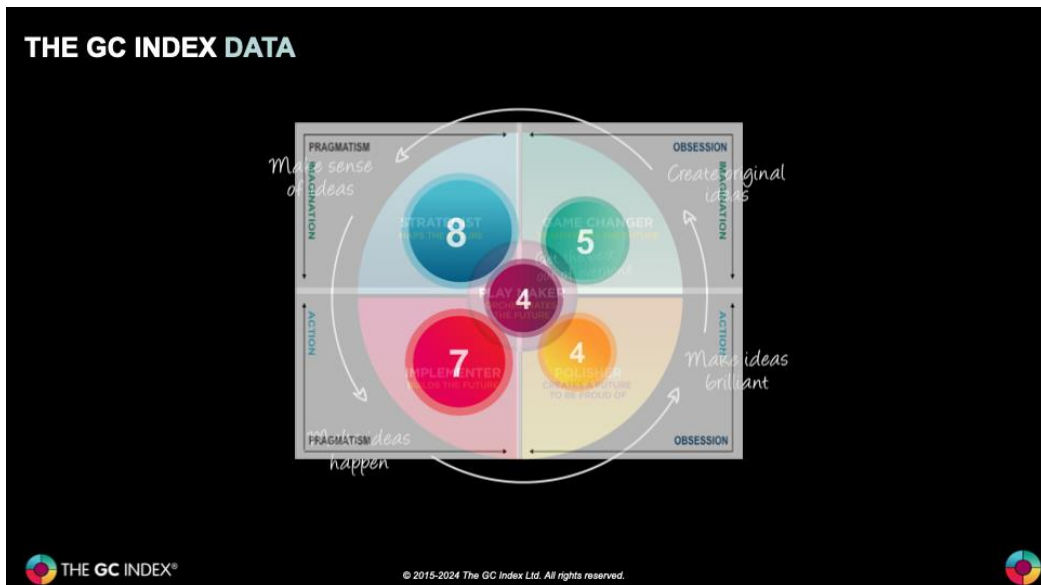
# ENERGY FOR IMPACT

The reason that The GC Index is unique is that it is based on normal organisational/business language which is used to agree on how an organisation achieves any outcome.



The GC Index survey took 5 years to develop and discovers how an individual is naturally inclined to achieve in each of the 5 organisational achievement areas. It identifies where an individual is most engaged and energised in each area known as

## ENERGY FOR IMPACT



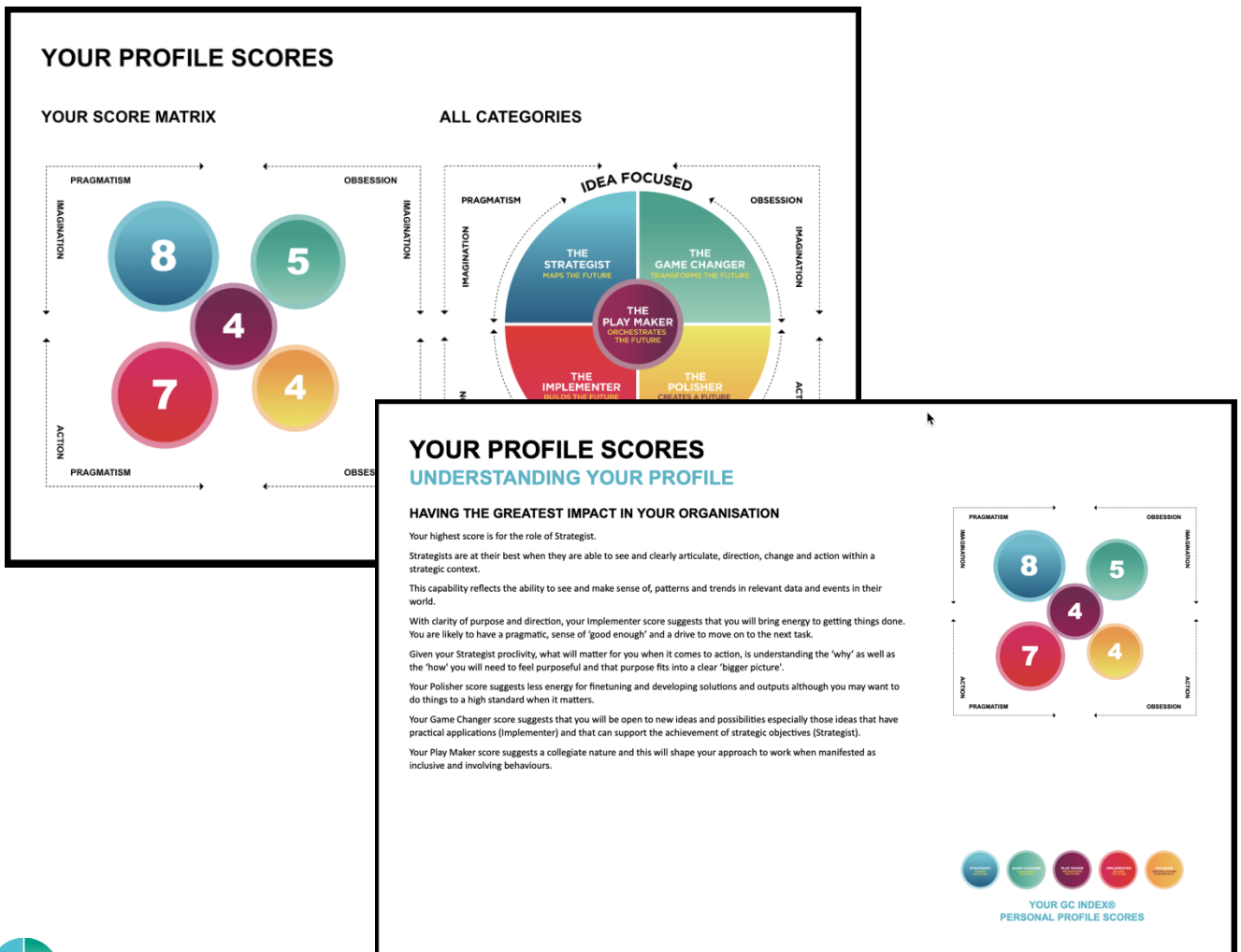
# GC PROFILE REPORT

When an individual completes The GC Index a GC Profile Report is created and is automatically available in the GC Platform. However, the individual cannot log in to the GC Platform until an accredited GCologist has explained their GC Profile either in a 1-2-1 or group engagement.

## Each GC Profile Report contains 27 Pages broken down into 7 areas:

- Your greatest impact in your organisation
- Your approach to leadership
- How you are creative and innovative
- How you engage and influence
- How you get things done
- Which organisations you thrive in
- How you work best in a team and who complements you

There are 100,000 possible GC Profiles – it is very individual!



# LEADERSHIP OR IMPACT STYLES

When an individual completes The GC Index they discover their Leadership or Impact Style. This is based on the top 2 proclivities (energies) that the individual has. There are 20 Leadership or Impact Styles and this is available in the GC Platform so that everyone can see each other's Leadership/Impact Style.

## MULTI-DIMENSIONAL IMPACT

### STRATEGIST/PLAY MAKER

#### Align teams to common goals

They are at their best when they articulate a compelling picture of the future and align others to common goals that can achieve that future.



### STRATEGIST/GAME CHANGER

#### Evaluate creative ideas through a strategic lens

They are at their best when assessing creative possibilities that can shape and support the achievement of their strategic vision. They will evaluate new ideas through a strategic lens.



### STRATEGIST/IMPLEMENTER

#### Shape actionable strategic plans

They are at their best when they are clarifying actionable plans. They shape strategic objectives and plans to deliver them, bringing direct



### GAME CHANGER/IMPLEMENTER

#### Influence others

They are at their best with creative ideas. They are at their best with creative ideas. They are at their best with creative ideas. They are at their best with creative ideas.

### IMPLEMENTER/GAME CHANGER

#### Convert ideas into tangible outcomes

At their best they are engaged by transformational possibilities and will bring energy to converting ideas into tangible outcomes; they see what's possible in a practical sense.



### GAME CHANGER/IMPLEMENTER

#### Creatively drive

At their best they creatively drive progress always see what the

### IMPLEMENTER/PLAY MAKER

#### Get things done with others

At their best they bring energy and urgency to getting things done with others. They lead by example and are role models in this regard.



### POLISHER/PLAY MAKER

#### Creatively drive

At their best they creatively drive progress always see what the

### IMPLEMENTER/PLAY MAKER

#### Set high standards to get the best from others

At their best, they are role models for the 'pursuit of excellence'. They focus on setting high standards to help others perform. They can be inspirational in this regard.



### POLISHER/IMPLEMENTER

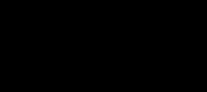
#### Get things done to a

At their best, they will bring to a high standard - the 'pursuit of excellence' - the 'pursuit of excellence' - the 'pursuit of excellence' - the 'pursuit of excellence'.

### IMPLEMENTER/PLAY MAKER

#### Get things done with others

At their best they bring energy and urgency to getting things done with others. They lead by example and are role models in this regard.



### POLISHER/STRATEGIST

#### Bring the evidence to

At their best, they bring rigorous evidence to the table. They bring rigorous evidence to the table. They bring rigorous evidence to the table. They bring rigorous evidence to the table.

### IMPLEMENTER/STRATEGIST

#### Bring the evidence to

At their best, they bring rigorous evidence to the table. They bring rigorous evidence to the table. They bring rigorous evidence to the table. They bring rigorous evidence to the table.



### PLAY MAKER/STRATEGIST

#### Facilitate the strategic debate

They are at their best when they are facilitating the strategic debate in teams, helping people to determine and align to, shared objectives. They are inclusive and involving.



### GAME CHANGER/STRATEGIST

#### Create ways to achieve strategic goals

They are at their best when they focus their creative thinking upon the enrichment of strategic objectives, bringing transformational possibilities to that endeavour.



### IMPLEMENTER/STRATEGIST

#### Make strategy happen

At their best they bring a purposeful focus to aligned action. The 'why' of action matters to them. They get things



### GAME CHANGER/IMPLEMENTER

#### Solve problems creatively

At their best they bring energy to solving problems creatively. They see transformational possibilities and have the enthusiasm to turn them into a reality.



### PLAY MAKER/IMPLEMENTER

#### Deliver outcomes through collaboration

At their best, they are effective at delivering through others; helping individual and teams focus upon what needs to be done. They develop others through collaborative action.



### PLAY MAKER/POLISHER

#### Inspire high performance

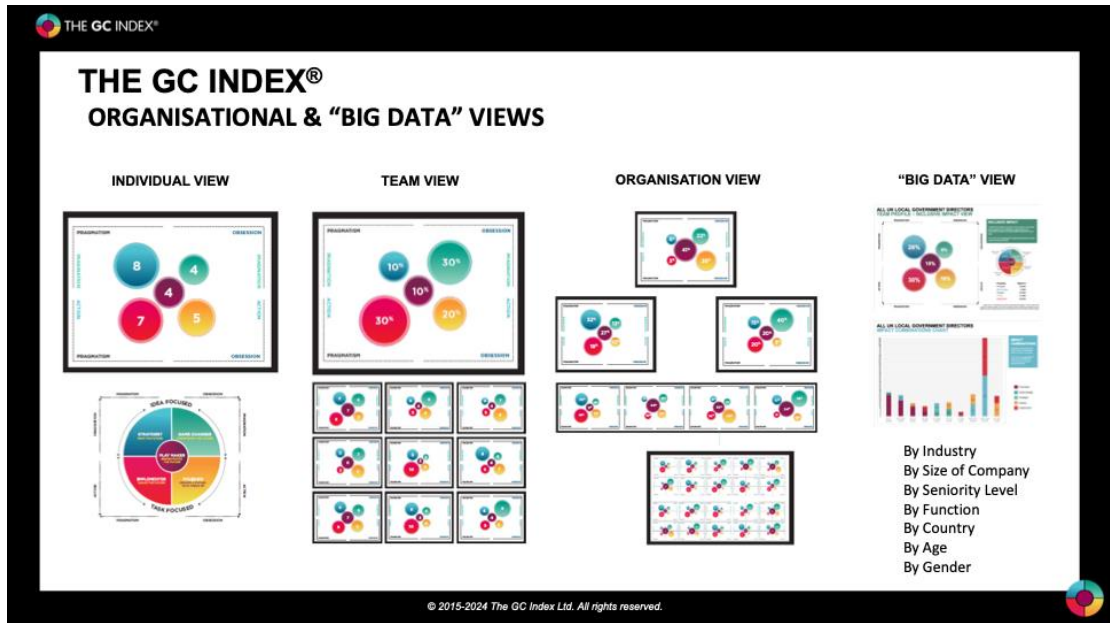
At their best, they will get the very best from others. They inspire high performance and then seek to collaboratively deliver on those aspirations.



PRODUCT	TYPE	ORDER NUMBER	NAME	COMPANY	PRIMARY TEAM	ASSIGNED COLOGIST	STATUS	CCI IMPACT	LANGUAGE	CREATED AT	ACTIONS
CCI	Purchased	00002486					CCI GC PLATFORM	100	English	2024-07-20	...
CCI	Purchased	00002486					CCI GC PLATFORM	100	English	2024-07-20	...
CCI	Purchased	00002486					CCI GC PLATFORM	100	English	2024-07-20	...
CCI	Purchased	00002486					CCI GC PLATFORM	100	English	2024-07-20	...
CCI	Purchased	00002487					CCI GC PLATFORM	100	English	2024-07-20	...
CCI	Purchased	00007779					CCI GC PLATFORM	100	English	2024-06-26	...
CCI	Retake	-					REVIEW COMPLETED	100	English	2024-05-18	...
CCI	Purchased	00007779					CCI GC PLATFORM	100	English	2024-04-03	...
CCI	Purchased	00007779					CCI GC PLATFORM	100	English	2024-03-22	...
CCI	Purchased	00007779					CCI GC PLATFORM	100	English	2024-03-18	...
CCI	Purchased	00005480					CCI GC PLATFORM	100	English	2024-03-14	...
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CCI	Purchased	00000427					CCI GC PLATFORM	100	English	2024-03-14	...
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CCI	Purchased	00005480					CCI GC PLATFORM	100	English	2024-03-14	...
CCI	Purchased	00000925					REVIEW COMPLETED	100	English	2024-03-14	...
CCI	Purchased	00000926					REVIEW COMPLETED	100	English	2024-03-14	...
CCI	Purchased	00005480					REVIEW COMPLETED	100	English	2024-03-14	...
CCI	Purchased	00005480					REVIEW COMPLETED	100	English	2024-03-14	...
CCI	Purchased	00005480					REVIEW COMPLETED	100	English	2024-03-05	...
CCI	Purchased	00005480					REVIEW COMPLETED	100	English	2024-03-05	...

# ORGANISATIONAL AND “BIG” DATA

The GC Data can then be aggregated in any way to identify how teams and organisations make an impact...



and then applied to the organisational context to help make better decisions in any of the scenarios below. The GC Index has an amazing Return on Investment because it is a single data point – pay for it once and then use the data to make better decisions in all of these areas over and over again.

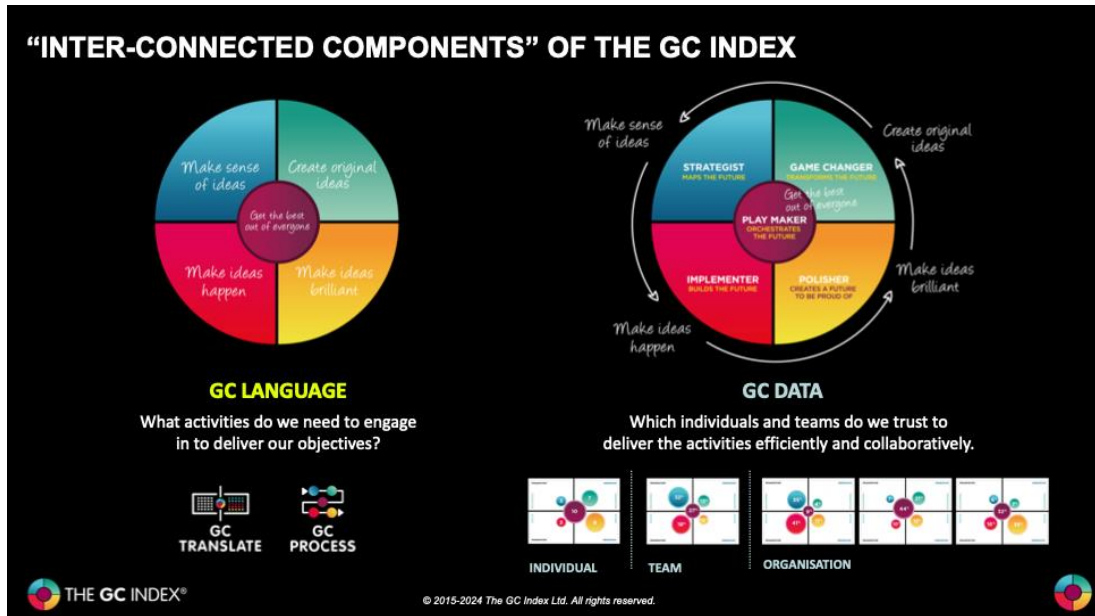
## WHAT IF YOU HAD A SINGLE DATA POINT?

- Develop intelligent organisation design
- Understand how to develop your talent
- Run every meeting more productively
- Identify why a team is not achieving
- Identify the best steps to deliver a business process
- Identify why a process is not working
- Align people to business strategy
- Empower people to manage their careers
- Understand why we have high attrition
- Identify which project team is most likely to deliver
- Manage stakeholders effectively
- Create the most impactful teams
- Find hidden potential across the organisation
- Increase productivity
- Identify who would deliver the biggest impact in any role
- Understand why different people clash
- Enable individuals to manage their wellbeing
- Reduce unconscious bias in decision making
- Map out a project and align the right resources
- Identify who should be promoted
- Reduce frustration in your organisation
- Identify who would deliver a particular task more effectively
- Win the ‘hearts and minds’ of people
- Partner successfully with other teams or organisations
- Understand how to downsize and rightsize productively
- Map any business process and align the right resources
- Define and measure your business culture
- Identify why some people perform better than others in a role
- Recruit the right impact needed for any role
- Increase employee engagement
- Allocate tasks efficiently
- Communicate to get alignment

# APPLYING THE GC INDEX

There are two steps to apply The GC Index:

1. Use GC Translate to define and agree what needs to be achieved
2. Apply the GC Data to align individuals, teams and the organisation itself to best achieve the outcomes



GC Translate is like Google Translate except that it "translates" any content into the business impact that the content is describing. An example of "translating" a job description into the business impact we want someone to achieve in the role is below. GC Translate is available to anyone that takes The GC Index.

### GC TRANSLATE

WELCOME TO GC TRANSLATE

Discover the "Energy for Impact" within any content (i.e. job profiles, LinkedIn bios, communication statements, project objectives, strategic plans and much more).

Enter the input text below and GC Translate will highlight the key words and phrases and the energy for impact they infer.

Through GC Translate you will see if your written content is having the intended and desired impact for your audience.

#### GC TRANSLATE

High innovation. Develop and execute a strategic roadmap for our engineering initiatives in people management and employee experience, aligned with our business objectives and industry best practices. Design and architect scalable and secure technology services that enhance talent acquisition, performance management, learning and development, and employee engagement in the people sector. Collaborate closely with HR, talent management, and organizational development teams to understand their needs and translate them into effective technology services. Design, build, and integrate our engineering and software development, (highly scalable) and reliability in our people management applications and systems. Apply our expertise in data analytics, people analytics, employee engagement tools, and industry trends to continuously optimize our engineering capabilities to develop innovative technology services. Stay informed about emerging technologies and evaluate their potential applications to drive innovation, provide employee well-being, and enable effective people management practices.

What You Will Gain: Proactive technical leadership and guidance to internal teams, ensuring they adhere to engineering best practices and follow agile development methodologies. Foster strong relationships with technology partners, vendors, and industry experts to leverage their knowledge and expertise in enhancing our people management services. Stay informed about emerging technologies and evaluate their potential applications to drive innovation, provide employee well-being, and enable effective people management practices.

What You Will Learn: Bachelor or Master's degree in Engineering, Human Resources, Organizational Psychology, or a related field. Extensive experience in engineering and software development, with a focus on HR systems, people analytics, or employee experience patterns.

#### GC COVERED PEOPLE

PROFLIGNITY	MATCHES	MATCH %
PLAY MAKER	18	28%
GAME CHANGER	0	0%
STRATEGIST	8	13%
POLISHER	4	6%
IMPLEMENTER	6	10%

# APPLYING THE GC INDEX

Using GC Translate and the GC Language we can map out any business process or project into the activities needed to achieve the desired outcome.



THE GC INDEX®

## THE EIGHT CORE STAGES OF THE DESIGN THINKING PROCESS AND THE GC INDEX

	01	02	03	04	05	06	07	08	ACTION
<b>PROCLIVITY</b>	UNDERSTANDING THE CHALLENGE	DEFINE THE CHALLENGE	IDEATION RESPONSE	IDEATION VALIDATION	CONCEPT TO PROTOTYPE	PROTOTYPE VALIDATION & REFINEMENT	FINALISATION	LAUNCH	
<b>STRATEGIST</b>	Take time to look at all the data points available to you (so quickly)	Is the group aligned to what needs to be done?	Help frame some of the more radical ideas in a strategic context	Listen to all possibilities, but start to frame them ready for action	Ensure the group is aligned on what needs to be done; any pivots are quickly realigned	Does the prototype deliver what we want to achieve?	Support the implementers in achieving the finalisation process.	Start to process radical thinking into pragmatic steps	CONTRIBUTION
<b>GAME CHANGER</b>	Recognise that not everyone will see the big picture like you (so quickly)	Consider that others will have opinions and inputs too	Don't shut down ideas that you don't understand too quickly – give them a chance	Don't jump to what you think is the right conclusion too quickly	Things will change, don't be so rigid – stay flexible – stay focused	Make sure you are a voice of reason and reality for Game Changers and Polishers	Thinking and analysis has been done... it's all about delivery now –	Remember others may not understand the process immediately be patient	IMPACT
<b>PLAY MAKER</b>	Contribute with creative ways to focus on understanding the challenge ahead	Ensure all possibilities are being considered	This is the time to be free and expressive – bring possibilities to the group	Keep testing the idea validation process	Keep an open mind for other possibilities or creative solutions to challenges	Is there anything we can/should do differently?	Start thinking about how the solution will be presented	What are the possibilities and the creative approach to launch – be radical?	CONTRIBUTION
<b>IMPLEMENTER</b>	Refrain from inputting ways to solve the challenge – be patient	Recognise that this phase is about defining not for free association	Remember other people can have ideas too	Know when to let go of an idea or possibility	But remember this is the testing action phase of the process – find your anchors for implementing	Now its more about problem solving than radical redesign (if its radical you will need a very good reason)	Be supportive of any actions that need delivering	Remember others will not necessarily see what you see in the first instance	IMPACT
<b>STRATEGIST</b>	Ensure that everyone is contributing to the process and fully understands the challenge ahead	Has this been an inclusive process?	Focus on establishing a possibility centred environment	There will be a lot of debate it will need moderation	Ensure that the group knows it's time for action	Create the environment for debate and be the bridge between pragmatists and the obsessive	Get consensus that we have reached the finalisation and that all individuals approve	Get consensus from all that the launch meets the group expectation	CONTRIBUTION
<b>GAME CHANGER</b>	Do speak up if you see individuals dominating to the detriment of group progress	Does everyone feel like they have made a contribution?	Ensure all new and creative ideas are being listened to	Don't try and please every individual, do what's best for the group	Keep the group focused on taking action	Don't let individual agendas influence the best interests of the group	Identify now any conflict and/or disapproval and resolve	Help individuals that don't see the bigger picture	IMPACT
<b>PLAY MAKER</b>	Know when to move the group from theory to action – example scribble/ key point analysis	Consider the milestones needed to achieve the challenge definition	Help frame radical ideas into practical realities	Start moving the group to action (when it feels appropriate)	Get moving on developing from concept to prototype	Does this prototype deliver what we need it to?	Get deadline for finalisation and deliver	Show how the launch will be operationalised	CONTRIBUTION
<b>IMPLEMENTER</b>	Be patient and allow everyone in the group to understand the challenge	Be open minded and try not to rush into tangible outputs	Try not to overvalue the tried and tested at this stage	Avoid premature activation without thinking	Don't rush and think you have to do this all by yourself	Don't get frustrated with any last minute changes – these CAN happen	Be mindful that others may not share your task focused/deadline centred approach	Be open to new ideas or opinions from others	IMPACT
<b>STRATEGIST</b>	Make sure that all points are considered before moving forward	Ensure the definition is well thought through and stress-tested	Build upon the new ideas and make them better	Push the idea validation to be the best it can be	Keep an eye on the quality of output and raise where things can quickly be improved	Does the prototype reach the agreed standard? Does it meet our expectations?	If there are any rapid iterations, now is the time to announce	Look at all details of the launch are covered and meet expectations & standards	CONTRIBUTION
<b>GAME CHANGER</b>	Don't get stuck in irrelevant micro details at this stage	Be conscious with being over critical to the detriment of the process	Be constructive with your criticism – inspire not inhibit	Don't let perfect get in the way of good enough	All this stage don't let perfect get in the way of good enough	Don't let go if you think its not good enough, now is the time to Polish	Be mindful of the law of diminishing returns at this stage	Now is the time to be detail orientated present the potential results that can come with the extra effort	IMPACT

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# DRIVING CHANGE WITH THE GC INDEX

The GC Index helps drive successful change projects across the organisation

## LEADING PEOPLE THROUGH THE CHANGE CURVE

	<b>DENIAL</b> Awareness Building Open Dialogue Risk Assessment	<b>EMOTION</b> Education & Communication Engagement & Participation Support & Reassurance	<b>EXPLORATION</b> Innovation & Creativity Collaboration & Teamwork Pilot Testing & Feedback	<b>COMMITMENT</b> Alignment & Integration Recognition & Celebration Sustainable Continuous Improvement
<b>GAME CHANGER</b>	Inspiring invention and challenging the status quo can contribute to highlighting current challenges and opportunities, fostering a deeper understanding of the need for change.	Inspiring invention and co-creation can encourage stakeholders to actively participate in decision-making, planning, and problem-solving activities, fostering a sense of ownership and commitment.	Inspiring invention and challenging the status quo can foster creativity by encouraging stakeholders to explore new ideas and refine the change approach.	Inspiring enthusiasm and energy can encourage stakeholders to recognize and celebrate milestones, achievements, and successes, reinforcing positive behaviours and outcomes.
<b>IMPLEMENTER</b>	Developing actionable plans and timelines can assist in conducting a thorough risk assessment by identifying potential obstacles and uncertainties associated with the change.	Developing support structures, providing ongoing feedback, and monitoring progress can offer reassurance and encouragement to individuals, helping them navigate through their concerns and reservations effectively.	Developing and executing pilot projects can support the testing of new strategies and solutions, providing valuable insights and feedback for refinement and improvement.	Developing sustainability plans and improvement strategies can establish mechanisms for monitoring progress, evaluating outcomes, and making continuous improvements to sustain the change momentum and drive long-term success.
<b>PLAY MAKER</b>	Facilitating collaboration and encouraging individuals to voice their thoughts and feelings, fostering a supportive environment for open dialogue.			
<b>POLISHER</b>	Providing constructive challenge and learning lessons from past experiences effectively mitigate risk and ensure continuous progress.			
<b>STRATEGIST</b>	Identifying potential obstacles and strategic approaches can help in gathering relevant data and insights to build a clear picture of the need for change.			

## HOW DIFFERENT PROCLIVITIES RESPOND TO CHANGE

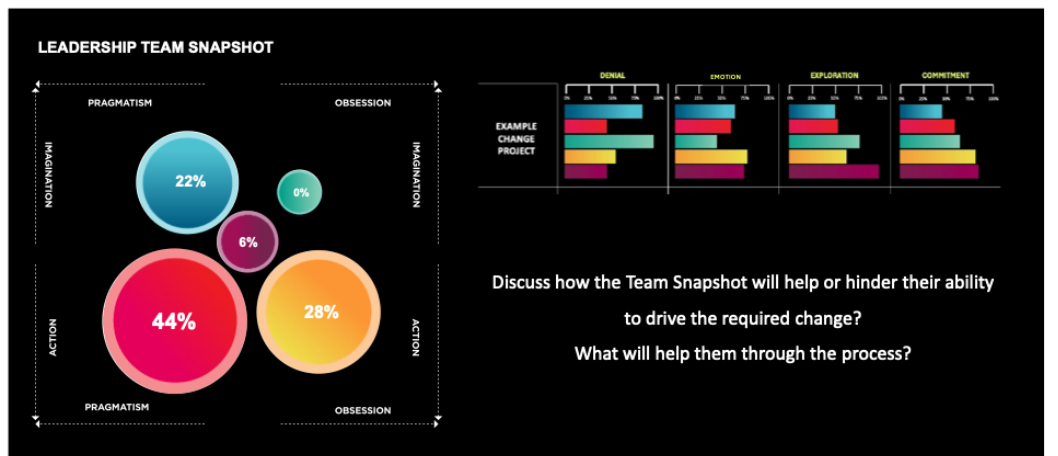
	<b>GAME CHANGER</b>	<b>IMPLEMENTER</b>	<b>PLAY MAKER</b>	<b>STRATEGIST</b>	<b>POLISHER</b>
<b>POSITIVE RESPONSE</b>	Game Changers thrive on change and disruption. They are typically the first to embrace new ideas and push for inventive approaches. They see change as an opportunity to challenge the status quo and drive transformation. Game Changers may be quick to adapt and may even proactively seek out change to capitalize on emerging opportunities.	Implementers are pragmatic and action-oriented, so they may approach change with a focus on practicality and execution. They are likely to roll up their sleeves and dive into the details, developing plans to ensure smooth implementation. Implementers excel at turning ideas into reality, so they may play a critical role in translating the vision of change into tangible outcomes and results.	Play Makers excel at building relationships and fostering collaboration, so they may view change as an opportunity to strengthen team dynamics and collective action. They are likely to support and encourage others through the change process, facilitating open communication and creating a supportive environment. Play Makers may work to maintain morale and motivation during times of change.	Strategists are likely to approach change with a focus on analysing the big picture and identifying opportunities and challenges. They may embrace change as a chance to innovate and develop strategic plans to navigate through it effectively. They are adept at envisioning the future state and may lead efforts to chart a course for the organisation during times of change.	Polishers prefer stability and predictability, so they may initially approach change with caution and skepticism. They are likely to carefully evaluate the implications of the change and seek clarity and reassurance before fully embracing it. Once they understand the rationale and benefits of the change, they can play a crucial role in refining the implementation process to ensure its success.
<b>RESISTANCE</b>	Game Changers are generally open to change, but they may resist if they perceive it as chaotic or poorly managed.	The pragmatism of implementers underpins everything they do, so they may resist change if they perceive it as too chaotic or poorly managed.	Play Makers thrive on collaboration and teamwork, so they may resist change if they perceive it as poorly planned or lacking in support.	Strategists may resist change if they perceive it as poorly planned or lacking in vision.	Polishers prefer stability and predictability, so they may resist change if they perceive it as too chaotic or poorly managed. If they feel overwhelmed by the pace or scope of change, or if they believe the change threatens their sense of security or control, they may express skepticism or resistance.



## LEADING PEOPLE THROUGH THE CHANGE CURVE (ENERGY MAPPING)



## THE GC INDEX AND LEADING CHANGE



\* A leadership team facing significant disruption and needing to drive change through their organization. Through discussion, they mapped out what they felt they needed to drive change.



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# THE GC PLATFORM

The GC Platform is the online portal that each individual logs into once they have had a GC Review of their GC Profile by a GCologist – either a 1-2-1 GC Review or a Group GC Review.

The screenshot displays the GC Platform interface for a user named Joanna Smith. The top navigation bar includes links for Chat GCT, Inspire Me, GC Clubs & Groups, Partner Support Dashboard, and the user's name. The main content area is divided into several sections:

- MY INFO:** Welcome back Joanna Smith, Demo GC Partner. CCologist since January 2023, 2 reviews.
- MY PROFILE:** Edit Profile. Fields include Name (Joanna Smith), Email (joanna.smith@gmail.uk), Secondary Email, Phone, Date of Birth (8th November 1990), Mailing Address (London, United Kingdom), and LinkedIn Profile.
- PROJECT AND PROCESS AREAS:** Edit Profile. A grid of 27 categories with checkmarks indicating completion or status.
- MY GC INDEX:** DATE TAKEN - 5TH JULY 2023, NUMBER OF TIMES TAKEN - 1. A circular chart shows 6 reports with scores: 5, 5, 4, 1, 6.
- NEWS:** Recent articles including "GCI Friday: Wasting time and money developing people where they don't have energy" and "GCI Friday Structure all meetings with The GC Index".

The GC Platform has the following functionality and features:

- GC Profile and Impact Style
- Access to 27 page GC Report
- History of GC Reports over career
- Use of GC Translate to “translate” any content into organisational impact
- Use of ChatGCT – AI powered assistant to ask how The GC Index data may be applied in any organisational scenario
- Access to GC Resources
- Visibility of who else in the organisation has taken The GC Index
- Visibility of colleagues Leadership/Impact Styles

This is The GC Index version of ChatGPT which is an AI powered assistant to ask about how the GC Data can be applied in any organisational scenario. Everyone who takes The GC Index can use ChatGCT so it can literally be applied to anything and used by anyone – employees, managers, leaders, project managers, business process owners, recruitment specialists, HR generalists, etc.



I want a role as project manager and I am a play maker strategist. How do I explain in an interview why I am the right candidate for the role

12th September 23:06

When explaining why you are the right candidate for a Project Manager role as a Play Maker and Strategist, you can highlight the following strengths and skills that align with the requirements of the position:

- **Leadership and Engagement:**

Emphasize your ability to engage and motivate team members. As a Play Maker, you excel in building relationships and fostering collaboration, which is essential for leading a project team effectively.

- **Vision and Direction:**

Highlight your strategic thinking skills. As a Strategist, you can develop a clear vision and direction for the project, ensuring that all team members understand the goals and objectives.

- **Problem-Solving:**

Discuss your capability to identify challenges and devise innovative solutions. Your combination of creativity (from being a Game Changer) and strategic planning allows you to navigate obstacles effectively.

- **Communication Skills:**

Point out your strong communication abilities. You can articulate ideas clearly, facilitate discussions, and ensure that everyone is aligned, which is crucial for project success.

- **Adaptability:**

Mention your flexibility in adapting to changing circumstances. As a Play Maker, you can adjust plans and strategies based on team dynamics and project needs, ensuring that the project stays on track.

- **Focus on Results:**

Convey your commitment to achieving results. You can demonstrate how your strategic approach and collaborative style lead to successful project outcomes, meeting deadlines and quality standards.

Example Response:

"In my role as a Play Maker and Strategist, I bring a unique combination of skills that make me an ideal candidate for the Project Manager position. My ability to engage and motivate team members fosters a collaborative environment where everyone feels valued and empowered to contribute. I excel in developing a clear vision and direction for projects, ensuring that all team members understand our goals and objectives.

Additionally, my strategic thinking allows me to identify potential challenges early on and devise innovative solutions to overcome them. I pride myself on my strong communication skills, which help facilitate discussions and keep everyone aligned throughout the project lifecycle.

I am also adaptable and can adjust plans as needed, ensuring that we remain focused on achieving results while maintaining high standards. I am excited about the opportunity to lead projects and drive successful outcomes for the team and the organization."

Feel free to tailor this response to reflect your personal experiences and style. If you need further assistance or have more questions, just let me know!

12th September 23:06

# THE GC INDEX IS GLOBAL

**THE GC INDEX®**  
**MAKES A GLOBAL IMPACT**

THE GC INDEX® IS A UNIVERSAL LANGUAGE THAT WILL EMPOWER MORE THAN 10% OF HUMANKIND TO POSITIVELY IMPACT THEIR WORLD

**9000+**  
ORGANISATIONS

**440+**  
GC PARTNERS

**870+**  
GCOLOGISTS

**52**  
COUNTRIES

AVAILABLE TO TAKE IN A NUMBER OF LANGUAGES

ENGLISH ARABIC HINDI FRENCH GERMAN SPANISH PORTUGUESE ITALIAN KURDI

**BREAKDOWN OF THE GC INDEX® BY REGION:**  
 REGION 100% TOTAL

**61%**  
EUROPE

**11%**  
ASIA

**11%**  
NORTH AMERICA

9000+ organisations using The GC Index in 50+ countries

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THE GC INDEX

**THE YPI**  
 A GC INDEX® PRODUCT

**HELPING YOUNG PEOPLE DISCOVER THEIR IMPACT ON THE WORLD**

young enterprise

**INTERNATIONAL SCIENTIFIC CONFERENCE PAPERS**

2024

Business Transformation Informed by an Organismic Index

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# THE GC INDEX BENEFITS & ROI

## BENEFITS OF THE GC INDEX ORGANIMETRIC

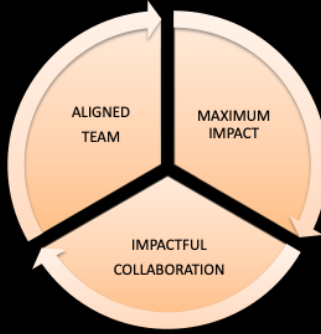
### Individual

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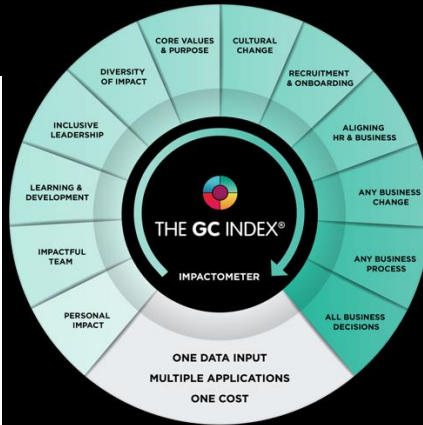
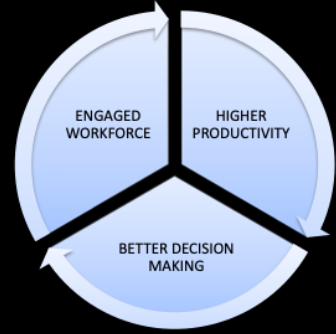
### Team

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### Organisation

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ABC Ltd				
Business Objective	Key Levers	Success Metrics	Lever Enablers – what do we need to do?	The GC Index Impact
Margin Growth	Increase Productivity	Revenue per employee increases by 10% in 12 months	Improve sales performance for the sales team	Use GCI data to identify what determines sales success then align sales people to certain accounts to improve performance. Use GCI data in Sales Recruitment
		Average Hours worked per person and Average unplanned leave per employee do not increase in 12 months	Apply "Lean" to the manufacturing process	Using GCI data identify what activities are needed at each step of process Use GCI data to allocate individuals and teams to process most effectively
Reduce People Costs	Reduce People Costs	Improve staff retention (from 1 to 1.6 years) = £15m Saving	Recruit people with "best fit" to roles, teams & culture	Use GCI data to align new and existing employees and inform predictors of success
		Offer benefits to attract the right people whilst being a 2nd quartile payer (£30m Saving vs Upper quartile payer)	Hybrid Working	Use GCI data to identify who works most productively at home/in office
			Focus on Wellbeing	Profile employees with GCI to help them be valued for their contribution at work
			Create an inclusive culture	Become a GC People Company to support employee attraction, engagement and retention processes – become an Employer of Choice.

# FURTHER REFERENCES:

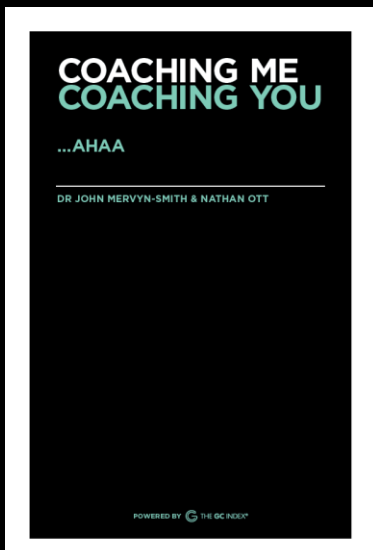
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# THE GC INDEX CREATORS

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## NATHAN OTT – CHIEF POLISHER



Nathan has created a community that is committed to fostering the impact and contribution from everyone around the globe, whether they are a global Fortune CEO or a child in a developing country.

“Not everyone is a Game Changer, but everyone can make a game-changing impact.”

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## DR. JOHN MERVYN-SMITH – CHIEF PSYCHOLOGIST



John has over 30 years’ experience of coaching senior leaders and their teams.

John’s work in both clinical and occupational psychology underpins his understanding of the ways in which people make an impact at work. His extensive research in this field has led to the development of The GC Index®.

“Human beings have a fundamental drive to feel potent and to make a contribution to their world.”

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# CONTACT US

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