



TURNSTONE PROJECTS
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Discovery Facilitators

About Discovery

Discovery is a spoken and activity-based individual assessment and recruitment tool. It is most suited to people whose first language is not English and who have an absence of work history and/or supporting documentation.

Discovery is relevant for school leavers, those in work, those seeking further development opportunities and those looking to join the workforce and participate in training. It is suitable for men and women of any age.

Discovery quickly builds a profile of an individual's specific work related behaviours and skills. This helps an organisation in its recruitment and staff development procedures.

Discovery is a discrete and contained process that organisations can easily integrate within their existing recruitment and individual assessment practices.

Discovery provides a benchmark of an individual's current skills to utilise and extend. This improves how work is allocated, tasks assigned and training is developed and delivered.

Discovery facilitators from your organisation

To implement Discovery, organisations nominate members of their team to become facilitators. The facilitators participate in and complete all aspects of the Discovery Workshop. From this, and equipped with the Discovery Kit, they will be able to successfully implement Discovery as part of their organisation's ongoing recruitment and individual assessment processes.

For each Discovery assessment, two facilitators are required. One conducts the assessment while the other observes and records the results. All facilitators are trained in both aspects and the roles are interchangeable.



Watch Sandy Daff, Discovery Developer and Trainer discuss the roles of a Discovery facilitator.

Discovery: a practical and effective recruitment and assessment tool for organisations helping people with work and training



Facilitator requirements

Facilitators are suitably capable individuals interested in the Discovery process.

They are selected by their organisation to attend and complete the Discovery Workshop and know that Discovery will form part of their role once they return to their workplace.

Facilitators need:

- good communication skills and the ability to engage with and make the individual at ease;
- community relations/stakeholder engagement skills and experience
- language and cultural experience, background and/or respect for the individuals being interviewed;
- a good level of functional and intuitive workplace English literacy;
- the capacity to manage the Discovery process including all preparations through to reporting and wrap up;
- the ability to describe the roles of the facilitators and the expectation of the individual being assessed;
- good record keeping and case management skills;
- effective time management;
- data entry (basic Excel skills);
- presentation/group speaking skills;
- writing skills; and
- driver's licence (for out of office delivery, if required).

Cultural and language support

It may be helpful to have staff with the specialist language and/or cultural understanding assist with the delivery of Discovery.

While all of the Discovery assessments must be asked and answered in English, preliminary or setting the scene conversations, engaging with families and identifying any cultural or family considerations can all be done in the most appropriate language.

About Turnstone Projects

Turnstone Projects works collaboratively with companies, organisations and communities where shared interests exist. Together, we find innovative and practical ways to achieve their project goals for positive social and economic impact. We work across Australia in a range of industries.

Our project team includes Rebecca Iliffe, Sandra Daff and Dr Cecil Pearson. The team reflects all the aspects of the Discovery process. This includes: development and implementation of the Discovery process over many years; training design and delivery; program management (on-site and remotely); Indigenous recruitment, training and employment; writing; project communications; evaluation; and, reporting.