

CLIENT SUCCESS STORY Isabelle Rouvière - INSIDE-RH



HR consultant Isabelle Rouvière uses Versus PersProfile and JobVision assessments to help her INSIDE-RH clients develop their potential and find greater fulfilment in their work.



About INSIDE-RH

Founded by Isabelle in 2011, INSIDE-RH is a human resources consulting firm based on a humanist vision of professional and personal evolution.

Consulting Role

INSIDE-RH provides consulting services in recruitment, individual and team coaching including equicoaching, and workshop facilitation and management.

*"My motto is 'Be happy at work.' It gives a sense of purpose to my professional life and how I work with people and organisations."
– Isabelle Rouvière –*

Q&A with Isabelle

Tell us about yourself and what inspire you

I live in Toulouse, France, and I have been working in the areas of international recruitment, individual and team coaching, as well as workshop facilitation and management for more than 20 years.

I am a certified coach. I am also trained in equestrian ethology and offer equicoaching, or coaching with horses, which is an innovative way of coaching individuals and teams combining humans with nature.

My motto is 'Be happy at work.' It gives a sense of purpose to my professional life and how I work with people and organisations. I founded INSIDE-RH to use my skills while respecting the humanist values that are essential to me. It is inspiring to help people to find and take their place by giving meaning to their actions. I also assist organisations with team development and cohesion to help them achieve greater collective success.

Tell us about equicoaching and the role horses play

Equicoaching is a fun and effective way to uncover individual talents, and to develop team cohesion and collective intelligence.

My equicoaching team-building workshop is typically divided into three parts:

First, each individual completes PersProfile, and I organise individual coaching sessions where we debrief the assessment results one-to-one. This helps each person to find his or her unique talents and to build self-confidence.

We then meet as a group to look at personal strengths and collective intelligence. As is often said, “The sum is greater than the parts,” and it is important for the team to realise this.

Finally, we work with horses. Horses are neutral, authentic and very receptive to their environment. A horse also adjusts its behaviours based on an individual’s verbal and non-verbal language. An individual must give clear and genuine instructions for a horse to accomplish tasks.

PersProfile works extremely well in combination with equicoaching — it stimulates the capacity of individuals to build trustful relationships and helps develop leadership skills.

The equicoaching workshop improves communication, self-awareness and understanding among team members, and helps each individual to find their place within the team. As a result, each person and the team come out stronger.



In your experience, what is key to being a successful coach?

For me, belief in my clients is key. I believe every human being has specific and unique talents that only need to emerge and to be valued. Therefore, my priority is to help my clients to build on their deep strengths, to develop their skills and their self-confidence, and to identify how they best contribute to the performance and success of their team.

Key skills I use in my work are humour, listening, and emotional intelligence. I also rely on various tools to help my clients open up and more easily identify their own unique value proposition. One of my favourite tools for coaching is PersProfile. For students or people who need to find their professional orientation, I also use JobVision.

What are the benefits to using PersProfile in your work with clients?

PersProfile helps a person to identify and articulate his or her abilities, preferences and motivations. COVID-19 has created a lot of distress for people, and I have found that using PersProfile during coaching sessions has helped my clients to more easily find their path. It is also a great way for job seekers to prepare for interviews, to feel more confident and able to position themselves to showcase their strengths and personal brand.

I also use PersProfile for candidate selection during recruiting, job mobility assessment, and as mentioned, team-building workshops such as equicoaching.

Using PersProfile in recruitment is especially helpful, as it provides more data points about candidates, which helps recruiters to ask the right questions and to validate decisions. When new recruits turn out to be a poor match for a position, it is costly for the company and for the individual. PersProfile helps avoid this situation by providing more information during the recruitment process, including highlighting a candidate's strengths and also areas where they may need support and development once onboard.

What is important for professional orientation and how does using Job Vision help?

When choosing a career and considering job opportunities, people should search for an environment that will let them use their skills and abilities. It is also important for people to choose a career that is aligned with their values and the roles they enjoy playing — this is key for success.

“JobVision helps students and career changers to find a professional orientation that fits with their preferences, strengths and motivations.It can be quite eye opening!”

JobVision helps students and career changers to find a professional orientation that fits with their preferences, strengths and motivations. It relates individual preferences and deep motivations to jobs using those abilities, and provides ideas on the most relevant roles and job sectors without being too restrictive — it is a great way to explore jobs that are aligned with an individual's success factors. I use this information to feed discussions with students or individuals who are looking for a new career. It can be quite eye opening!

Most importantly, ENJOYING what you do is a great and fundamental step toward success, and my goal is always to help individuals to achieve this.

Whatever your aspirations,
get there faster with Versus

