



## *Acquiring the Right Talent with Speed and Precision*

The cost of making bad hires is crippling, not only financially but also in the toll taken on your customers and culture. You are expected to understand the type of talent that will be successful in your organization and provide recruiters and hiring managers with the resources to make good decisions.

We help you identify the unique qualities necessary to succeed in the positions you need to fill. We then provide high-impact tools for quickly screening candidates as well as the personalized expertise to help recruiters and hiring managers make better talent-management decisions. With us, you will hire stronger candidates who become productive faster.

**According to Caliper, 46% of New Hires Fail in the First 18 Months.**

## *What Makes Our Approach Better?*

As a Certified Caliper Partner, we are backed by a leading global organization with the highest standards in the assessment industry.

Unlike competitors that provide only assessments or applicant-tracking systems, we offer a comprehensive, integrated talent-acquisition solution. We are both high tech and high touch, with the expertise to customize programs that meet your exact needs.



## Our Approach: Acquiring the Right Talent with Speed and Precision

### A. Understand the Position to Fill

- Gain a comprehensive understanding of the nuances of the position to be filled.
- Review the job description with the hiring managers or the recruiters, or conduct a job analysis by assessing incumbents.
- Create or refine a success profile for the position.

### B. Assess Candidates

- Objectively measure an individual's competencies and fit for a particular job using the **Caliper Profile** assessment.

### C. Interpret Results

- Provide analysis of candidates at a deep level to help make the best hiring decisions possible.

The Key Findings section depicts the range within which the individual's highest and lowest percentile ranks fall. Here is a legend that explains how to interpret that information.

Icon	Description
	80 or higher: This signifies very strong alignment between the individual's personality and factors that predict performance in the competency or behavior. Engaging in this area is likely to come naturally. It should serve as a significant strength, but it may also be beneficial to guard against overuse.
	60 to 79: This signifies strong alignment between the individual's personality and factors that predict performance in the competency or behavior. This area could serve as a strength, as this person seems to show inherent potential.
	40 to 59: This signifies moderate alignment between the individual's personality and factors that predict performance in the competency or behavior. Some aspects may come more naturally than others, which may result in inconsistency or selectivity in application.
	20 to 39: This signifies weak alignment between the individual's personality and factors that predict performance in the competency or behavior. This person may not be inclined to engage in this competency or behavior, and he or she may need to focus to be successful in it.
	19 or lower: This signifies very weak alignment between the individual's personality and factors that predict performance in the competency or behavior. This person does not appear motivated in this area. Performing successfully could require significant focus and effort on this individual's part to compensate for their apparent disinclination.

## Expected Benefits: Hire the Best Candidates with Speed and Precision

### Chief Executive Officer

As a CEO, you want the best people working in your organization who also fit its culture and values. However, you can't be involved in every hiring decision. You need to establish standards for success and ensure your managers have the information and skill to hire to that success profile. We can help you establish standards for hiring top talent that fits, and we implement a system to ensure these standards are used properly across your organization.

### Human Resource Leader

As a VP of HR, your CEO and peers hold you accountable for sourcing quality candidates in a timely manner. You must serve your internal customers who make the ultimate hiring decisions and achieve a high level of satisfaction as you go. We help organizations identify the unique qualities necessary to succeed in the positions they need to fill. We then provide high-impact tools for quickly screening candidates as well as personalized expertise to help recruiters and hiring managers make better decisions.

### Talent Acquisition Leader

As a Director of Talent Acquisition, you are responsible for sourcing quality talent in a timely manner and for exceeding quality-of-hire benchmarks from hiring managers who face intense pressure to deliver results. We help you identify the unique qualities necessary to succeed in the positions you seek to fill. We then provide you with high-impact tools for quickly screening candidates as well as personalized expertise to help you and your hiring managers to make the best talent-management decisions.

For more information, please contact

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