



successfinder

YOUR PARTNER FOR BEST FIT HIRING

“ A **high performer** can deliver **400% MORE PRODUCTIVITY** than the average performer. Despite this, most hiring managers use hiring tools that are **woefully biased and inaccurate** for making many **key hiring decisions**.* ”

We are committed to helping your hiring managers identify and hire best-fit candidates for critical positions without the guess work.

SUCCESSFINDER FOR HIRING SUCCESS

Our custom hiring benchmarks have proven to be extremely effective in the selection of high performers. In critical roles, this can be game-changing for your organization.

How it works:

- We work with your team to assess the key organizational operational challenges you are trying to address.
- We test your current high-, average- and low- performing individuals.
- We extract key differentiating behaviors.
- We configure the algorithm, benchmark, and performance model.
- We leverage the benchmark and performance model for more targeted hires (or in the case of post hire engagements we can also use for promotions and succession planning).

Outcomes you can expect:

- Analytics data and insights that will inform your hiring decisions.
- Change initiatives that are aligned with your specific behavioral success profiles.
- The integration of your unique organizational culture.
- A better alignment between your business needs and your talent management initiatives

THE SCIENCE OF SUCCESSFINDER

Unlike most personality assessments that typically assess around 20 behavioral characteristics, we have 120 elements that capture the complete profile of everyone, including:

- Problem-solving style
- Interpersonal relationships
- Motivation
- Work habits and productivity
- Self-management and coping style
- Lifestyle priorities
- Vocational Incentives

*Source: <https://hbr.org/2014/11/what-high-performers-want-at-work>

SUCCESSFINDER PERIODIC TABLE



85 Behavioural Categories

35 Career Themes

We call it behavioral DNA and each element has its own unique characteristic, not unlike a periodic table. We match each individual's unique behaviors to over 500 high performance benchmarks and 35 career themes to assess fit at a granular level. This is why our accuracy is so high. We also work closely with many companies to create custom benchmarks for roles that are nuanced to include elements specific to that organization.

BOTTOM LINE BENEFITS

At SuccessFinder, our hiring assessment solutions have proven effective in helping companies identify and hire best-fit candidates with 85% predictability — higher than any assessment on the market today.

With SuccessFinder, you have a statistically-validated tool that provides:

- Clarity in hiring decision-making
- Limits costs related to poor hires, lost productivity and turnover
- Increases retention rate due to best person-to-position fit
- Increases productivity by as much as 400% due to better and best performers
- Generates a talent pipeline based on objective and quantitative data that can be reused to support other talent initiatives.

EXAMPLES OF CLIENT SUCCESS

We have been successful helping organizations make strategic hires for key individuals (board members, CEO's and key executives) as well as teams. But some of our most dramatic success has been when we partner with organizations to identify key roles that aren't at the top of the house. And we build specific hiring benchmarks focused on how these roles meet specific business objectives.

For example:

- One large retailer identified the store manager as a pivotal role. They were interested in improved performance and retention in the role. The high-performing store managers identified by our benchmark produced significantly higher items per transaction and outperformed others in our 18-month pilot. The estimated return on investment was \$100,000 —per store— when they promoted the SuccessFinder-recommended candidates to these roles.
- A large insurance provider was spending \$30,000 to train and onboard each inside sales representative. After collaborating with SuccessFinder, the new hires identified by our results produced higher sales and stayed longer in their roles.
- A high growth engineering firm was facing pricing pressures as well as stronger competition. SuccessFinder defined a robust behavioral profile of the engineering staff and statistically compared this with 500 benchmark profiles of high performers. Interestingly, when the behavioral data for all managers was combined and graphed it showed a remarkable consistency overall and matched the technical profile of consulting engineers. Validity in behavioral decision-making moved from 30% to over 80%. Today, SuccessFinder is used across the whole employee lifecycle and has proven to be the “radar” this firm needed to drive individual and organizational performance.

In each client example we provided hiring managers easy to read reports allowed them to view individual performance against the benchmark. SuccessFinder has become a critical tool in making strategic hiring decisions for the most important roles in the company.

Section 1: Performance Model

Performance Model
Sanimax Truck Driver

This Performance Model can be used to familiarize an individual with the behaviours required for the role, to help get an individual on board, as well as to align a personal development plan.

With its four pillars, the Performance Model for Truck Drivers at Sanimax captures the distinctive mindset of high-performing individuals in this role.

Learning and solving problems at work
Eager to meet exceptionally high work standards, high performing truck drivers learn by doing: going through the motion or the sequence allows them to understand and remember what works best. When faced with ambiguity at work, they are willing to adjust their behaviour and systematically analyze the problem or the opportunity, pulling information from different sources to identify the useful and relevant pieces as well as potential issues and consequences. Careful by nature, they then leverage their experience to guide their actions and come up with practical and safe solutions to deliver results of great quality.

Professional Mindset
Highly autonomous, high performing truck drivers work well on their own, and approach work with maturity and realism. They follow the organization's guidelines closely and take organizational goals seriously. They trust their own abilities and act with conviction, maintaining a solid and confident stance even when confronted with challenges or difficult situations. Moreover, when high performing truck drivers face obstacles or setbacks, they feel personally responsible for delivering results no matter the circumstances. In that sense, they display a strong sense of duty towards the organization.

Customer Relationship Focus
High performing truck drivers are motivated by hard work and feel personally invested in their work. They truly enjoy spending time out in the open as well as on the road; they enjoy working on their own. At the same time, they know that what they do helps customers and benefits their line of work. Therefore, they maintain a humble attitude when interacting with customers and partner even when their motivation comes from having a valuable influence on others and contributing to this being a positive experience.

Customer-oriented

Key traits for each pillar:

- Learning and solving problems at work: Perfectionist, Analytical, Adaptable, Hands-On Learner, Common Sense, Calibre
- Professional Mindset: Self-Confident, Strong-willed, Responsible, Realistic & Mature
- Customer Relationship Focus: Mindful of the environment, Humble, Desire to influence, Strong work ethic
- Customer-oriented: Customer-oriented, Humble, Desire to influence, Strong work ethic

Section 2: Summary Page Results

Behavioural Profile
Sanimax Truck Driver

Understand your behavioural profile on each Performance Model Pillar. Below you will find a breakdown of your results in terms of behavioural strengths to leverage, behavioural support to you, and behavioural to target in your development plan to become more effective in this role.

Pillar	LOW	MEDIUM	HIGH	Warning
Learning and solving problems at work				⚠️
Common Sense			✓	
Adaptable			✓	
Perfectionist			✓	
Hands-On Learner		✓		
Analytical	✓			
Calibre	✓			
Professional Mindset				⚠️
Calm			✓	
Self-Confident			✓	
Responsible			✓	
Strong Willed			✓	
Autonomous			✓	

Section 3: Behavioural Profile

Result Summary
Sanimax Truck Driver

Understanding your current impact and potential. Below are your results on each of the key behaviours of the performance model. These results allow you to better understand your level of preference on each of these behaviours and how they contribute to success in this role.

Key behaviours for the role	Level of preference result for each behaviour
Learning and solving problems at work	Common Sense, Adaptable, Perfectionist, Hands-On Learner, Analytical, Calibre
Professional Mindset	Gains, Self-Confident, Responsible, Strong-willed, Autonomous, Realistic & Mature
Customer Relationship Focus	Private, Desire to influence, Humble, Customer-oriented, Strong work ethic, Mindful of the environment
Understand your results	LOW PREFERENCE, MEDIUM PREFERENCE, HIGH PREFERENCE, OVERINVESTMENT

LOW PREFERENCE: Behaviours you rely on (and that should be targeted in your development plan, as they represent your low preferences).

MEDIUM PREFERENCE: Behaviours supporting you in your role - you can really use these behaviours when needed.

HIGH PREFERENCE: Behaviours that you should leverage more, as they represent your natural strengths. They require little or no effort for you to display consistently.

OVERINVESTMENT: Behaviours for which you show a high preference, but that can have adverse effects when demonstrated too strongly. We invite you to be careful when over-expressing these behaviours.