



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
- Work habits and productivity
- Interpersonal relationships
- Self-management and coping style
- Motivation
- 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

Learning and solving problems at work
Eager to meet exceptionally high work standards, high performing truck drivers learn by doing, going through the motions 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. Cautious 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 resilience. They follow the organization's guidelines closely and take organizational goals seriously. They trust their own abilities and act with conviction, maintaining a calm and confident demeanor 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 this 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 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 an humble attitude when interacting with customers including their willingness to be motivated comes from having a valuable influence on others and contributing to this being a positive experience.

Key Behaviors: Perfectionist, Analytical, Adaptable, Hands-On learner, Customer Service, Cautious, Self-Confident, Strong Willing, Responsible, Humble & Mature, Calm, Autonomous, Mindful of the environment, Desires to influence, Humble, Strong work ethic.

Section 2: Summary Page Results

Behavioural Pillar	LOW	MEDIUM	HIGH
Learning and solving problems at work			High
Customer Service Clearly weighs the pros and cons to separating the relevant information from the irrelevant to provide clear, forthright, practical solutions.			High
Adaptable Willing to change, able and willing to adjust, open and approach in response to different circumstances, people or objectives.			High
Self-Efficacy Establishes and maintains very high standards and expectations for themselves and others.			High
Hands-On Learner Loves to learn through trial and error. Grows heavily on past experience. Finds the solutions that worked for previous problems.			High
Analytical Analyzes and synthesizes available information about systematically. Recognizes patterns from diverse sources of data.			High
Cautious Takes on high risk and safety situations, will consistently avoid/adjust actions that are not highly probable or safe.			High
Professional Mindset			High
Calm Works well with various, complex and aggressive; well-organized by certainty and direct approach relies less on considering the facts.			High
Self-Confident Has a great level of confidence in their ability to achieve objectives. Feels confident with self about when working on tasks.			High
Responsible Sense of duty and responsibility; they accept responsibility for their actions and the results of their decisions; own a control over a situation.			High
Strong Willing Tends to be "hard on himself". Maintains a firm stance. Does not hesitate to push back in the face of resistance.			High
Autonomous Act independently on work conditions rather than the opinions of others, work well individually and need autonomy in the workplace.			High

Section 3: Behavioural Profile

Key behaviours for the role

Behaviour	Level of preference result for each behaviour
Learning and solving problems at work	High
Customer Service	High
Adaptable	High
Self-Confident	High
Hands-On Learner	High
Analytical	High
Cautious	High
Professional Mindset	High
Calm	High
Self-Confident	High
Responsible	High
Strong Willing	High
Autonomous	High
Humble & Mature	High
Customer Relationship Focus	High
Humble	High
Customer oriented	High
Strong work ethic	High
Mindful of the environment	High

Understand your results

LOW PREFERENCE	MEDIUM PREFERENCE	HIGH PREFERENCE	OVERINVESTMENT
Behaviours you rely on most and that should be targeted in your development plan, as they represent your low preferences.	Behaviours supporting your role; you can rely on these behaviours when needed.	Behaviours that you should leverage more as they represent your natural strengths. They result in a consistently high preference for you.	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.