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

SUCCESSFINDER PERIODIC TABLE

[85 Behavioural Categories]   [35 Career Themes]

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

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.

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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 **Section 2: Summary Page Results** **Section 3: Behavioural Profile**

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