



SAVED!

FROM A BAD HIRING DECISION

A case history from Predictive Hiring Partners

This is a true story. Our CEO client had gone through almost 300 resumes. Narrowed the pile down to 10 interviews and decided to hire Sally Sample. "I just instantly took to her," he said. Then we tested.

Good thing! The primary requirement of this job was good writing skills. The CEO wanted someone who could take notes and write up board minutes, handle correspondence in his name and help with writing newsletters and reports.

Oops! On a scale of 1 to 10, Sally scored "1" on "Working with Words". Here's how to interpret Sally's report. Put these two pages side-by-side and look at the results. Sally only matched 42% of the job requirements as defined by the CEO.

If you'd like to create your own benchmark for a specific position, you can do so on my website by filling out the job profile form at:

http://www.predictivehiring.com/job_profile_worksheet.php



The Growth Solutions Group/Predictive Hiring partners helps organizations select, retain and motivate star employees. For further information about TotalView job matching and many other tools to help you hire right the first time every time contact;

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About the TotalView Benchmark

Individual traits are measured on a scale of 1 to 10 and follow a normal bell curve. Approximately 16% of the population would score in the 1 to 3 range and 16% in the 8 to 10 range. The other 68% of the population will score in the middle ranges of 4 to 7.

Abilities measures the individual's speed of learning when compared with other working people. Sally's overall score is lower than average and her very low ability to "work with words" indicates she will likely take longer and be less accurate when dealing with information that involves words and written material.

Motivation/Interests is an indicator of how interested this person will be in doing specific types of work. Sally would be best in a job that involves extensive contact with people at a complex level. People with such a high score on "working with data" are most interested in working with figures, symbols, statistics and accounts.

Personality scores are self descriptive. The green bar indicates the ranges that will be acceptable in this position. The categories printed in bold represent the "Big Five" personality factors. Sally's very high score on Social Desirability indicates that she is likely to present a socially acceptable rather than an objective picture. Such a high score can make suspect the scores in all the other categories.

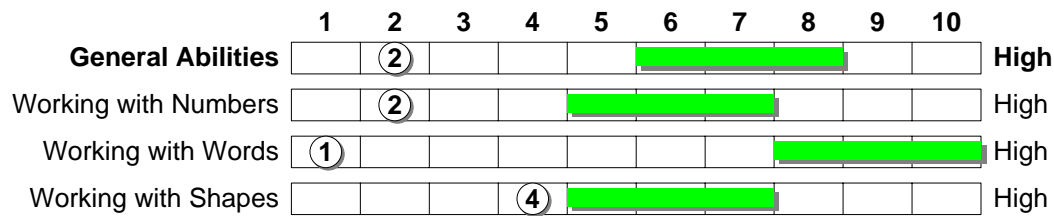
Suitability expresses the degree to which this candidate meets the requirements of the position as defined by our CEO. We normally recommend hiring in the 80% or higher range. Even though the testing should account for no more than on-third of the selection criteria, this very low scale waves a big red flag about Sally's ability to do the job.

TotalView Benchmark

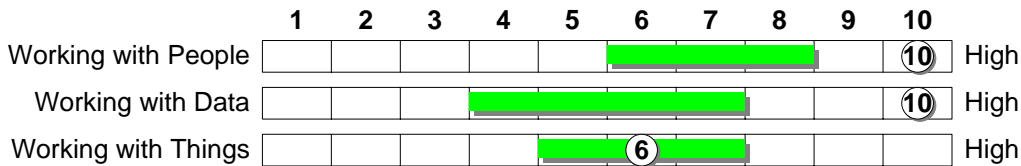
Sally Sample

Executive Assistant to President & CEO

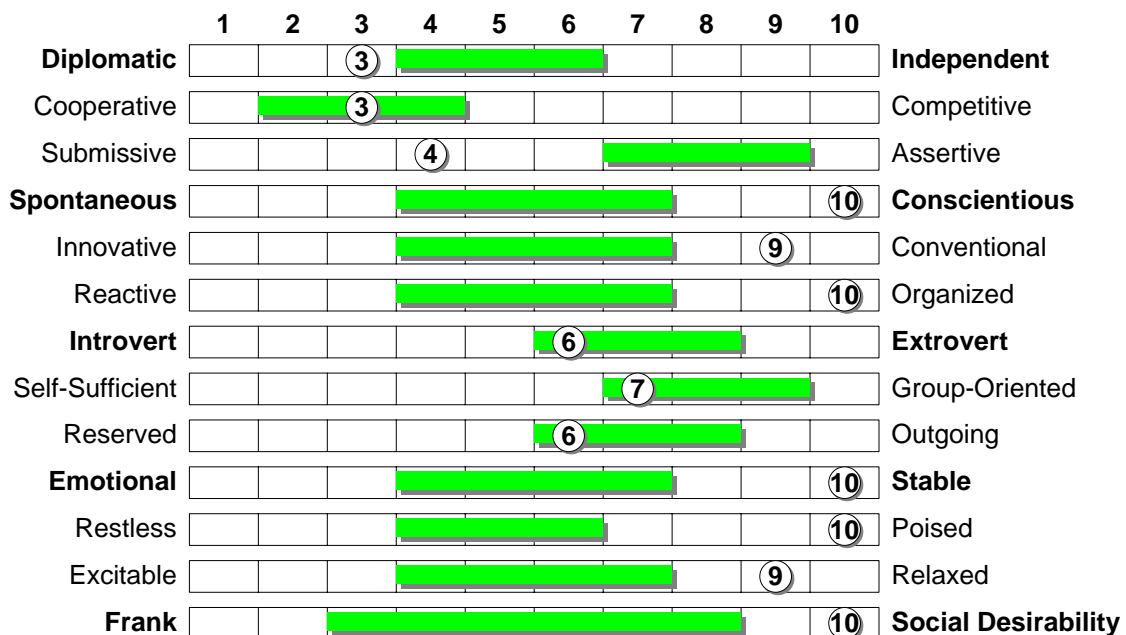
Abilities



Motivation/Interests



Personality



A TotalView benchmark illustrates the required characteristics for this job as decided by management. The shadowed areas above graphically represent the benchmark for this Executive Assistant to President & CEO position. The number on each scale is Sally Sample's actual score. The following percentage reflects the degree of suitability of her scores when compared to this benchmark.

TotalView Job Suitability

The TotalView benchmark suitability should comprise not more than one-third of the selection decision process. The other aspects of the selection decision process, including the job interview, candidate history and background check, should be furnished by management.

Benchmark Suitability

42%