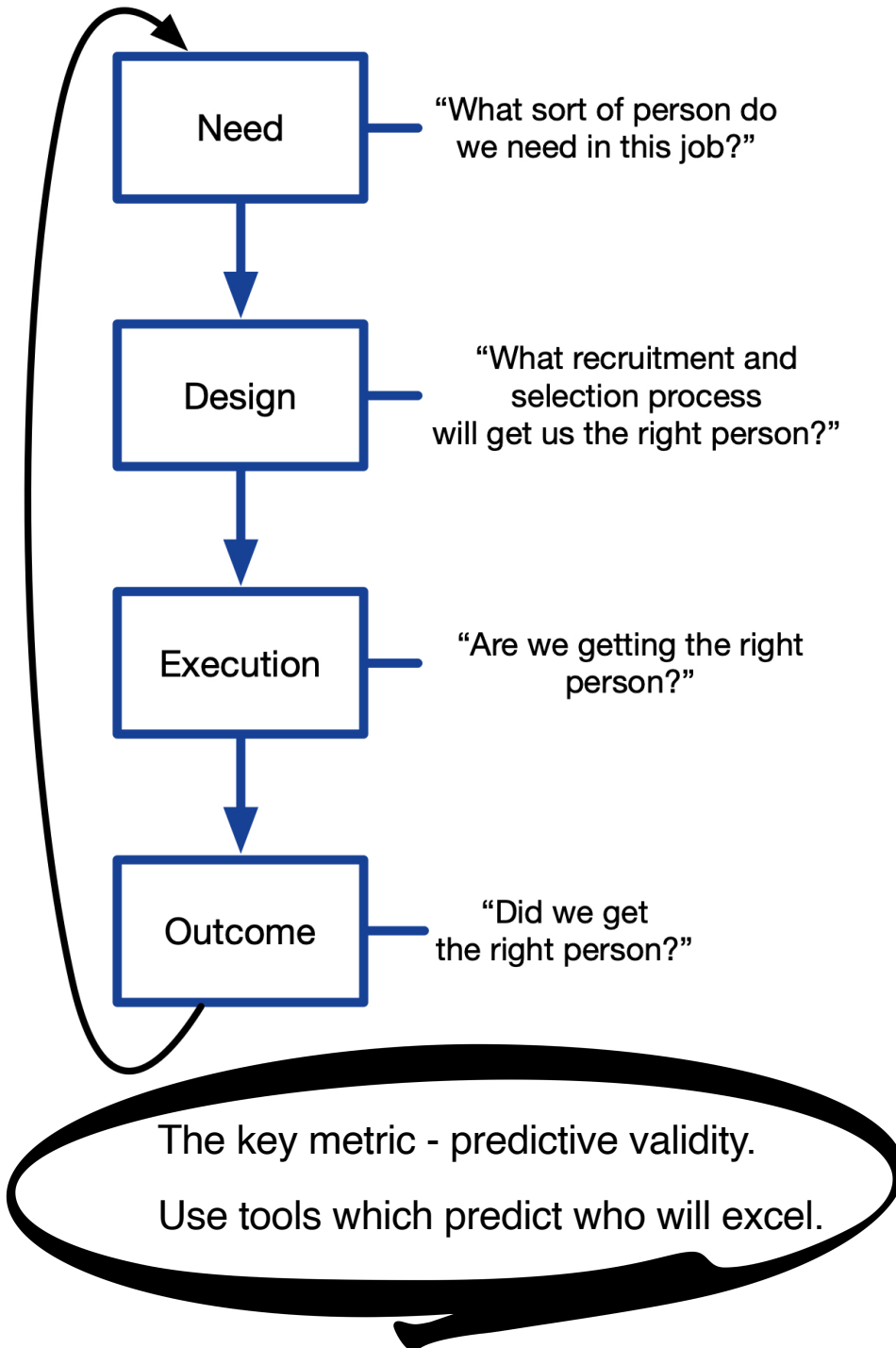




TimelessTime

Why (closed loop) onboarding?

Exploiting science to hire effectively ...



Your aim - to get the right person in the right job - and have them stay and perform.

Here’s how...

- Carefully determine the sort of person wanted.
- Design a search and selection process that is of high predictive validity.
- Train your hiring managers to run the process tools - and score each candidate faithfully.
- Don’t compromise - step back to the need if you can’t find anyone who meets.

Use psychometric assessment tools ...

Turn the page now to start your effective hiring

Job Design Tool

Use this tool to design the job and express this design in a precisely worded job description that can be used in recruitment and selection, and later in performance appraisal and personnel development.

Ideal Profile Tool

Use this tool to develop the personal characteristics likely to be held by the person who will do well in the job (as defined in the job description). The personal characteristics comprise personality, general mental ability, career preferences, in-team behaviour, leadership style, subordinate style, influencing style, emotional intelligence and work attitude

Preselect Assessment Tool

Use this tool with every applicant. Use this to document the candidate personal characteristics ready for discussion at the first interview. It takes just 10 minutes to complete online.

Main Assessment Tool

Use this tool with candidates that you will take forward to second interview. This tool takes candidates about 45 minutes to complete online and provides thorough reporting of all characteristics needed for comparison with the Ideal Profile.

Growth Needs Strength Tool

Use this tool to determine how inclined candidates are to seek learning outcomes from their job (as distinct from achievement outcomes). High GNS is essential where high job engagement is desired.



TimelessTime

because your people matter

Achieving high predictive validity

No one tool is good enough. Use all our tools together with carefully constructed and pre-scored work sample tests and structured interviewing.

Call us about work sample tests and interviews if you are unsure about their design, or about how to integrate our tools with yours in a complete process.

So how do you get started?

Do the following:

- Buy our book *Because Your People Matter: a playbook for managers, entrepreneurs, and leaders*. Read Chapter 3.
- Use our Job Design Tool to design your job.
- Use our Ideal Profile tool to characterise the person you want in the job.
- Have your candidates do our Preselect Assessment before first interview. Then have them do our Main Assessment prior to second interview. Both report match with the ideal.

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