

TALENT SELECTION & BENCHMARKING

Looking to ensure you have the right people in the right roles?

People that succeed in one company do not always thrive in others. The ability to identify the differences between high and underperforming talent is what differentiates our **selection, benchmarking and talent immersion tools**.

Benchmarking

Our patented job benchmarking process benchmarks the job, not the people in the job. With our Key Accountability process, you can “let the job talk” to know exactly what it needs for superior performance.

Using our powerful suite of time-test assessments along with our exclusive four-step talent selection process, you identify the right person for the right role the first time.

Selection

New Talent Immersion

Using your new hire’s assessment results, we work with them and their hiring manager to examine strengths, areas of growth, as well as share how they can come together to form a strong and trusting partnership.



BENCHMARKING



In partnership with TTI, our patented Job Benchmarking process is a unique and effective solution because it benchmarks a **specific job, not the person in the job**. To do this, we let the job talk through an interactive process and job assessment.

When Job Benchmarking is implemented properly, it will have a direct effect on your business' bottom line. You'll not only attract the best candidates, but you'll **save time and money** by hiring the right people the first time. This will reduce the learning curve for new employees since they are strategically matched to fit your company.

"The benchmarking process and assessment helped us truly focus on areas for development and strengths."
- Healthcare Service Provider





BENCHMARKING



Job Benchmarking can be broken into four phases. Each phase is contingent on the one prior, and the entire benchmarking process can be duplicated across all positions within your company.

1

Setup: Identify the Job and “Subject Matter Experts”

It is important to understand why the job exists, how success is measured, the history of the position and how it fits into your company strategy. The Subject Matter Experts (SMEs) are people within the organization that have a direct connection to the job. Their expertise will help you create the job benchmark.

2

Key Accountabilities: Define, Prioritize and Weigh Key Accountabilities

The SMEs will define a comprehensive, yet succinct group of 3-5 key accountabilities for the position. These will be ranked by importance and time requirement.

3

Assessment: Respond to Job Assessment and Review the Respondent Report

The SMEs will respond to the Job Assessment keeping the Key Accountabilities in mind. Based on a unique analysis, the input of all SMEs is used to create a benchmark for the job.

4

Results: Compare Talent to the Job Benchmark

Finally, with the benchmark securely in place, you can use it to objectively assess each candidate’s level of job fit. This will allow for a swift and effective hiring decision.

JOB BENCHMARKING TOOLS

In partnership with TTI, we offer many benchmarking tools to ensure the best job fit. We recommend the following suites for superior Job Benchmarking:

TTI Talent Insights

Talent Insights blends behaviors and motivators in a validated, bias-free and fully integrated assessment that meets EEOC and OFCCP requirements. Talent Insights will help you understand how to enhance performance and increase overall job satisfaction.

TTI TriMetrix® DNA

TriMetrix DNA combines behaviors, motivators and competencies together in a validated, bias-free and fully integrated assessment that meets EEOC and OFCCP requirements. TriMetrix DNA will identify, prioritize and calibrate performance criteria, allowing for exceptional job fit.

TTI TriMetrix® HD

TriMetrix HD brings the four sciences of behaviors, motivators, competencies and acumen together in a validated, bias-free and fully integrated assessment that meets EEOC and OFCCP requirements. TriMetrix HD offers a complete picture of a position, allowing you to compare talent to the unique requirements of any job.



SELECTION

"You hire the whole person"

We believe employers must have a holistic approach when it comes to hiring. You are hiring the whole person - not just their experience, skills or behavioral style.

That's why it is essential to use a comprehensive suite of assessments and tools to get a complete picture of your candidate and how they will fit, not only in the job, but in your culture.

Using our assessments as part of a robust and diverse hiring process, we provide insight into candidate's:

BEHAVIORS

MOTIVATORS

COMPETENCIES

ACUMEN

92%

When using our patented job-benchmarking process in selection, our best practices yield a **92% success rate** and meet guidelines set by the EEOC and OFCCP.



TALENT IMMERSION

Onboarding Talent

In order for your new hire to be successful in their role they must quickly assimilate into their position to achieve rapid success.

The APG Talent Integration Process

Our Talent Integration Process can include any of the following components to create a unique solution to bring out the best in your new hire.



Accelerating Integration

The great news is that we can use the information from their selection assessment to produce their Development Report once they are hired. Then using this report we'll highlight your new hires' unique style to uncover their strengths and growth opportunities. This powerful knowledge, coupled with our time-tested Talent Integration Process will guide your new hire to:

- Understand the specific traits, capabilities, they will need to be successful
- Help them establish their new relationship with their manager
- Gain clarity about the role, organization, scope of authority and responsibilities
- Learn the unwritten rules of behavior, communication and culture within your organization





OUR CLIENTS SAY...

We'll never hire again without using these amazing assessments. We were in a rush to hire for a critical position. We went against the recommendations in the assessment, and sadly six months later, we had to let the person go for the exact reasons that were highlighted in the assessment. We won't make that mistake again!

- Healthcare Client

We've used DISC for years and we had no idea what we were missing until we used Talent Insights. The blend of behaviors and motivators gave us such tremendous insights on not just what we do, but why we do the things we do.

- Retail Client



We were founded on the success story of USS Benfold, an Aegis Class Destroyer, as chronicled in Captain Abrashoff's best selling business book, *It's Your Ship*.

We are here to help you protect your most powerful asset – your people.

