

Hire and Develop More Top Performers by using “Ideal Profile” Benchmarks.

WHAT ARE BENCHMARKS?

“Ideal Profile” employees stay on the job up to 40% longer. Benchmarks help identify the key strengths and personality traits needed to be a top performer in a specific role. Benchmarking can be used to improve the following processes:

1. Hiring

In the hiring process, benchmarks are used to compare potential new hires with the profile of top performers, so recruiters and hiring managers can easily identify strengths and areas of concerns for a specific position. With benchmarking, there is less variation in interpreting results among different potential new hires, and suggested interview questions in the detailed reports provide consistent messaging based on the benchmarks.

2. Employee Development

By using benchmarks to train employees, the right people are placed in the right positions and great things happen:

- Decreased turnover
- Increased productivity
- Improved performance
- Lower incident rates

HOW ARE BENCHMARKS CREATED?

TalentClick offers easy access to hundreds of “ideal profile” job-specific benchmarks in our Benchmark Library. These are available to our clients at any time through our cloud-based portal. Custom benchmarks can also be created for your organization, which takes 2 weeks. An organization is asked to collect additional data from 5 or more current top-performing employees in a specific role.

Step 1: Top Performer Assessment Data

Top performers are asked to complete the assessment(s) that will be used to evaluate future candidates. For example, if you will be using the Safety Quotient (SQ) and Cognitive Quotient (CQ) for hiring electricians, then we will get your top performing, long-term electricians to complete the SQ and CQ. Or if you are looking for “ideal profile” executive roles, you may want benchmarks for our Leadership Profile (LP) and Work Values (WVA). Often, top performer data is not available. This could be because an organization is hiring for a new position or a position where no employee is currently excelling. If this is the case the TalentClick Benchmark Library is available.

TALENTCLICK BENCHMARK LIBRARY

Accounting and Finance	TC	SQ	WPP	WVA
Accounting: AP/AR Clerk	TC	SQ	WPP	WVA
Accounting-Auditor	TC	SQ	WPP	WVA
Administration	TC	SQ	WPP	WVA
Call Center Manager	TC	SQ	WPP	WVA
Carpenter	TC	SQ	WPP	WVA
CEO	TC	SQ	WPP	WVA
Customer Service Rep	TC	SQ	WPP	WVA
Design Consultant	TC	SQ	WPP	WVA
Driver - Long Haul	TC	SQ	WPP	WVA
Driver - Short Haul	TC	SQ	WPP	WVA

Step 2: Job Analysis Questionnaire

- Top performers are also asked to complete a Job Analysis Questionnaire, which measures the importance and frequency of the key tasks in a position. This data is then mapped to the personality dimensions in the personality assessments. For example, if the position includes leading a team, this would be mapped to the WPP dimension Non-Dominant vs. Dominant.
- The Job Analysis Questionnaire should be completed by anyone who know the job well. This includes top performers, job experts and managers who fully understand the position. It is best if five (or more) employees complete the Job Analysis Questionnaire.

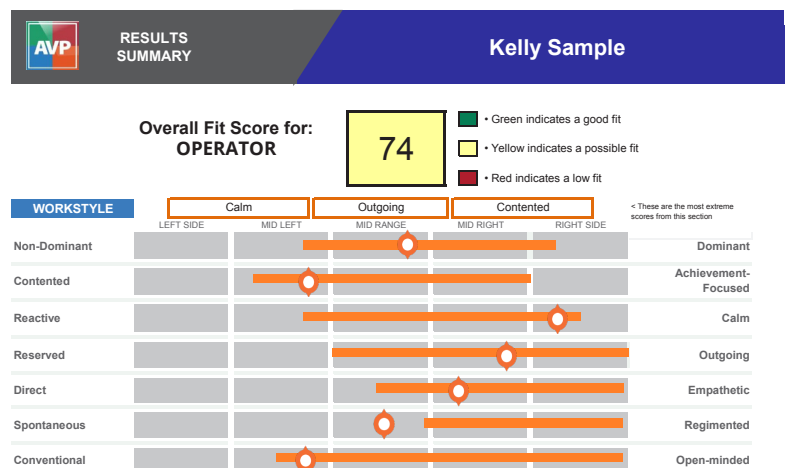
Step 3: TalentClick crunches the numbers to create accurate and reliable benchmarks!

- Steps 1 and 2 can be completed simultaneously and generally take 1-2 weeks. Step 3 is conducted after all data is collected and takes approximately 5-10 business days.
- After the benchmarks have been reviewed, they will be applied to the results for your specific role (or employee group) going forward, helping you predict best fit to your job and to your organization.

HOW TO INTERPRET A BENCHMARK REPORT

Benchmarks are an easy and efficient way to identify strengths and areas of concern. If a candidate's marker lands within the benchmark range, this indicates a good fit for that position because they are similar to the top performers in the current role.

If a candidate's marker lands outside the benchmark range, this indicates an area of concern because they are different from the top performers in the current role. Landing outside a benchmark does not mean that an individual can't do the job - it simply means that there are certain areas of the job that he or she is not a natural fit for. Our reports give you questions to ask to probe into these areas, helping you make better business decisions for your team.



Ask us how to get benchmarks working for you today.

"We put TalentClick to the test, and we were impressed with the results. Your benchmarking data identified as top performers the same employees we had already graded as our very best. Well done."

JACOB TRAYNOR

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