A SIMPLE, HUMAN, & SMART

APPROACH TO HIRING

PXT SELECT™
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CAROLINA TRAINING & ASSESSMENTS

Many people in the United States spend more time working than doing anything else. Workspaces turn into second homes and project teams become work families. Every workplace has a unique mission and company culture, but they all can relate to a common goal: to be a great place to work.

CREATING A GREAT PLACE TO WORK STARTS WITH HIRING THE RIGHT PEOPLE.

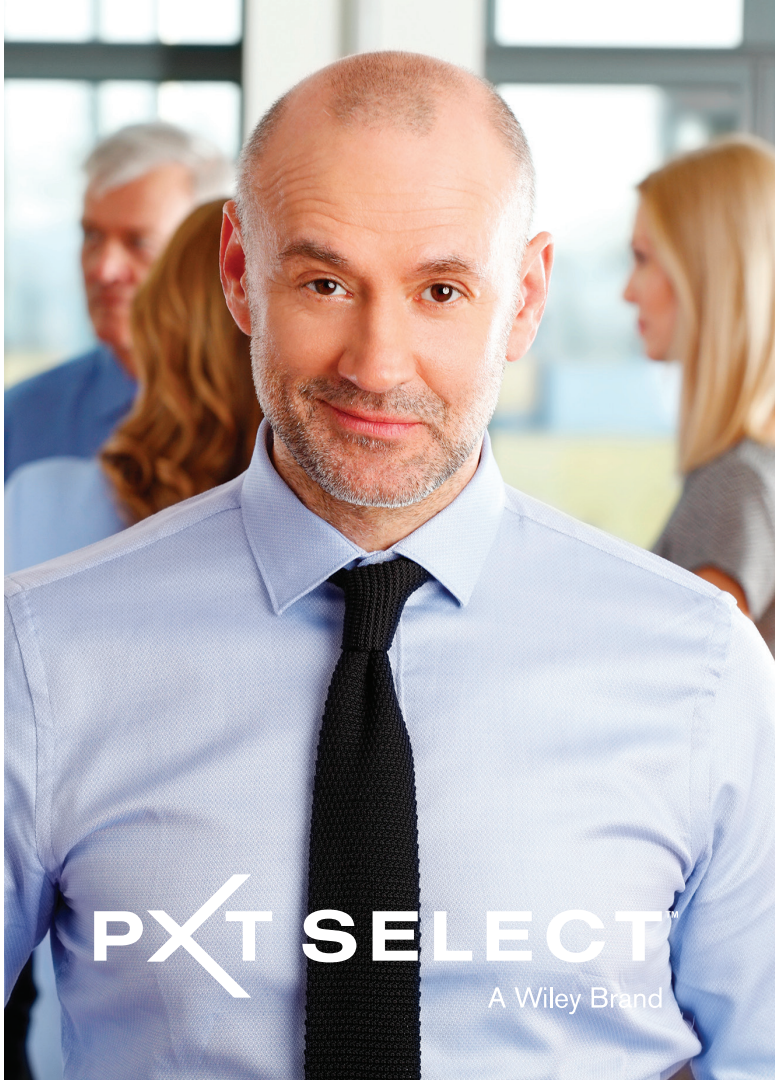
According to a report on 2016 global recruiting trends, **QUALITY OF HIRE IS THE MOST VALUABLE KPI**, but only 32 percent of U.S. talent leaders today feel they are effectively measuring that metric. Too many organizations make crucial hiring decisions based on impressions rather than data. In today's talent landscape, employers cannot rely on the resume and interview as the sole sources of information on a candidate.

IMAGINE "BEN."

He's a seasoned sales professional that has excelled in his last few jobs. He submitted a polished résumé with extensive sales experience, and he appeared to be a positive team player. His enthusiasm and expertise seemed the perfect fit to coach younger, inexperienced sales team members. With so much in his favor, Ben was quickly hired and joined the company as a new sales manager.

FIVE MONTHS LATER, it was obvious that Ben was a bad hire. His energy faded, and he avoided working with his team members. He was extremely slow and inaccurate when working with numbers and data. Although he excelled in his last job as a salesperson, his skills did not translate to his new position as a manager. Recruiters had to go back to the drawing board.

HOW DID THIS HAPPEN? All too often, organizations rely only on resumes and interviews (impressions) to hire. By hiring Ben based only on impressions, the company suffered significant team damage, wasted time, and lost revenue. The Society for Human Resources Management (SHRM) estimates that replacing a bad hire can cost up to five times that employee's annual salary.



ADDING DATA TO TRADITIONAL HIRING TACTICS CAN SOUND OVERWHELMING, BUT IT DOESN'T HAVE TO BE.

Pre-hire assessments make gathering data easy. In fact, utilizing these tools can have a huge payoff for the entire organization. The Aberdeen Group states that pre-hire assessments can have a major impact on cost to- and time per- hire, hiring manager satisfaction, employee retention, performance, and engagement. Businesses that use data from selection assessments are 36 percent more likely than others to be satisfied with their new hires.

Selection tools like PXT Select™ help place the right people in the right positions, thereby improving engagement and productivity. In Ben's case, PXT Select could have given the company insight on his thinking style and work preferences before offering him the job. Candidate data could have helped the company interview smarter. They truly could have known that Ben was probably going to be a bad fit.

PXT SELECT™ MAKES THE VERY HUMAN DECISIONS ABOUT HIRING SIMPLER AND SMARTER.

Powered by the latest advancements in assessment technology, PXT Select™ provides a simple, human, and smart approach to hiring. This innovative selection assessment measures a candidate's Thinking Style, Behaviors, and Interests—three areas that impact an individual's approach to situations in the workplace. By diving deeper into these areas, PXT Select gives organizations a meaningful edge in the hiring process.

Equipped with actionable data, hiring managers gain the insight and confidence to find the right person for the job. PXT Select fills the gap between the resume and interview, helping organizations make smarter hiring decisions based on data, not impressions.

BEN'S STORY IS AN EXAMPLE OF A COMMON WORKPLACE CHALLENGE.

While Ben was a great person and sales pro, he was just not a good fit for this job. The Harvard Business Review states that "job matching" more accurately predicts job success than any commonly accepted factors such as education, experience, or job training. When organizations take the time to match people with jobs that will bring out their best potential, everyone wins.

Every organization hopes to hire employees that will perform well and enjoy their work. However, every organization also risks letting bad hires (and even worse are the "not-so-great-hires" that are often even harder to deal with) creep into a company. Selection tools help prevent disruptions in the workplace and consequently create an overall positive employee experience.

More and more companies are turning to selection solutions like PXT Select™ for the insight and confidence they need to navigate the talent pool. PXT Select is a true game changer in the world of selection and talent management. This single assessment drives multiple reports, helping organizations to meet the demands of onboarding, coaching, team development, and more. Its versatility and actionable results make PXT Select an indispensable tool for organizations of any size.

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GREAT ORGANIZATIONS KNOW SUCCESS BEGINS WITH HIRING THE RIGHT PEOPLE