

Job Benchmarking

Strike the Perfect Match

Have you ever worked through the traditional hiring process – resumes, background checks, interviews, hiring the candidate – only to find that the candidate is not a good fit after all? Both you and your new hire become unhappy, and they leave. Time, money and performance are down the drain.

You are not alone. More than 85% of all hiring attempts (focused on interviews alone) fail to fit the candidate to the job. This doesn't have to be your experience. The job benchmark creates a three-dimensional picture of the job. This benchmark, combined with candidate assessments and individual coaching, provides the clarity that reverses abysmal hiring numbers, and finds an excellent long-term job fit in three out of four cases.

Three steps for a successful job match

Imagine going into a furniture store and telling the sales person, "I'd like to buy a chair." What would the sales person do? Would she go straight to recliners and say, "I have just the chair for you."? No. First, she would ask questions to determine the plans you have for the chair. Is it for your office, your dining room, your deck? Are you going to be

watching your favorite TV shows from the chair or rocking your grandchild? Until your expectations for the chair are defined, there is a 99.9% chance the sales person will miss the mark completely in guiding you to a suitable choice.

This is what we often do in the hiring process. We rush to fill a position without understanding the job itself. Have we explored the results expected from the job, the traits needed for great performance? Do we even know why the job exists? Until we understand the job itself, we are only guessing at which candidate to choose.

The TriMetrix™ job benchmark and candidate analysis process, coupled with Price Associates' ongoing coaching and support, creates an accurate job fit for excellent performance. Here's how it works.

Listen to the Job

At Price Associates, when we benchmark a job, we let the job speak for itself. Working with a cross-section of stakeholders involved with the position, we identify why the job exists and what it should be accomplishing. We focus on identifying the job's key results. Letting the job speak more accurately determines what

"We have created job descriptions, and even done some work with assessments and best practices. But we never experienced the level of expert analysis and interpretation of the information on candidates that we received from Price Associates. Their standing as experts in this field is justified and has made our hiring process significantly more effective and less costly."

– Wayne Davis, President,
PayrollAmerica

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"Taking the time to get a 3-D picture of the position completely changed our hiring process. Price Associates coached us along the way, helping us use the assessments effectively, and we've been very happy with our new-hire choices." – Jerry Frank, President, PETRA, Inc.

skills are needed to perform the job well. The resulting job report details capacities and characteristics needed to fulfill the position's key results.

Assess the candidate

Next, we assess the candidate. This assessment compares the candidate's strengths to the areas identified as essential for superior performance in the specific position. These insights into a candidate's capabilities and qualities indicate the strength of the job fit. We analyze each candidate's results and provide an in-depth report identifying strengths, limitations and top prospects. We also provide you with interview questions tailored to the position. Our expert analysis helps you make an excellent employment choice.

Coach for Success

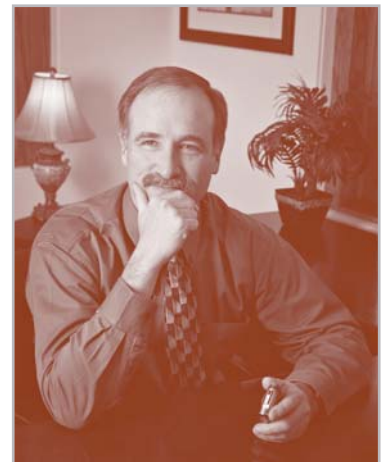
The final step sets Price Associates above other talent consultants. Once the hiring choice is made, we provide a customized coaching path for each new hire to help them thrive

in the position. We help managers understand how to work effectively with the new hire. The strengths of each candidate are maximized and, if limitations are identified, we provide specific coaching to help neutralize or improve those areas of performance.

A Winning Match

Walking through this three-step process turns the tide on hiring frustration. Our clients report happier employees staying longer and producing beyond expectations. The bottom-line increases along with productivity and employee satisfaction. Everyone wins.

Put job benchmarking to work for you. To speak with our job benchmarking experts, please call 1-866-442-0556 or visit our website at www.price-associates.com/solutions/people/jobbenchmarking.aspx



"The bottom line is that Job Benchmarking takes the guesswork out of the hiring process. This system helps our clients to be crystal clear about what results should be expected out of the position and then helps them evaluate candidates to get the best fit between job and talent."

– Tim Eckstrom
Senior Vice President,
Business Consulting

Price Associates

208 442 0556
208 467 6004 fax
www.price-associates.com