

# Mindworks Consulting Search Process

## Helping Business Owners Manage the 'Risk' When Hiring

Mindworks Consulting delivers a science-driven search process that reduces hiring risk and improves team performance by putting personality first. Using the proprietary TRAITS™ Assessment, we help business owners and hiring managers make confident, data-informed hiring decisions that go beyond resumes.

## What Sets Mindworks Apart

- **Personality-First Screening:** Every candidate is evaluated using the TRAITS™ Assessment, comparing their behavioral traits against a role-specific benchmark co-created with the client. This ensures strong cultural and role alignment from the outset.
- **Custom Job Benchmarking:** We partner with hiring managers to define the ideal behavioral profile for each position. This benchmark becomes the foundation for objective screening and structured evaluation.
- **Data-Driven Shortlisting:** Candidates are scored and ranked based on their fit to the benchmark, giving clients a clear, prioritized shortlist backed by science, not guesswork.
- **Actionable Insights for Every Finalist:** For top candidates, we deliver comprehensive insights: detailed TRAITS™ results, recommended behavioral interview questions, and interpretation support to guide confident hiring decisions.

## What Business Owners Gain

- **Risk Reduction:** By leading with behavioral fit, we avoid costly mis-hires and mismatches.
- **Time Savings:** We streamline your hiring process and let you focus on running the business.
- **Performance Alignment:** Every hire supports your team's culture, goals, and long-term growth.

# Search Packages

Mindworks Consulting offers three levels of recruitment support, tailored to meet the needs of growing businesses. Whether you're managing a flood of applications or need a fully outsourced search partner, our science-backed process ensures you make confident hiring decisions aligned with your team and culture.

Package	Key Features	Duration	Investment
Screen2Fit	<ul style="list-style-type: none"><li>- TRAITS™ personality benchmarking</li><li>- Candidate ranking by fit</li><li>- Assessment interpretation</li><li>- Interview support</li></ul>	30 days	\$2,500
Search Lite	<ul style="list-style-type: none"><li>- All Screen2Fit features</li><li>- Job ad creation</li><li>- Recruitment marketing strategy</li><li>- Initial screening/interviews</li></ul>	60 days	Role-dependent fee
Search Max	<ul style="list-style-type: none"><li>- All Search Lite features</li><li>- Full-service sourcing and interviewing</li><li>- Weekly scorecards</li><li>- Onboarding support</li></ul>	Varies	Role-dependent fee

**Screen2Fit:** For organizations with a large applicant pool, Screen2Fit adds science to your selection. We benchmark candidates using the TRAITS™ Assessment, identify risk factors, and support your interviews with targeted behavioral questions, so you focus only on the most promising applicants.

**Search Lite:** Perfect for teams that need help attracting and filtering candidates. We create compelling job postings, manage candidate flow, and conduct initial interviews, delivering a curated shortlist aligned to your benchmark and business needs.

**Search Max:** A full-service solution for busy teams or critical roles. From intake to onboarding, we manage every step of the hiring journey. You get weekly updates, top-tier candidates, and post-hire check-ins to ensure long-term success.