

TRAITS “Screen2Fit” Package

Organizations typically screen candidates based on what they see in a resume. The problem is that resumes aren't a good predictor of future performance or fit. Once hired, organizations too often spend their efforts trying to make people fit a role by trying to change something they can't – personality.

TRAITS Screen2Fit allows organizations to screen candidates based on personality first so managers are spending their time with people who fit the role rather than those who just say they can.

How it Works

- You send us a copy of the job description.
- We'll facilitate a discussion with the hiring manager and use the information to help define a job model that describes the ideal behaviours required in the role.
- You embed the TRAITS survey link in all of your online advertising, job boards, ATS's, etc., and ask the candidates to complete the survey as part of the application process. (This link is live for 30 days and there's no limit to the number of people that apply for the specific job in this package).
- We'll run a weekly (and more often if requested) comparison of all your applicants against the job model, rank them according to how their personality fits the role, and provide you with that list.
- Once you've chosen the people you'll be interviewing, we'll send you their full TRAITS Assessment results and comparison against the job model, as well as set up a time to interpret those results. (Typically 3-8 sets of results). We'll also include an extensive list of behavioural interview questions to further help in assessing a candidate's level of competency.
- After you've completed your interviews and are deciding between the final candidates we'd be happy to provide a final interpretation of the results to help with your final risk assessment of the top prospects.

Fees

We will provide the services described above for a fee of \$2,500.00, taxes not included.

Terms are 50% on confirmation of participation and 50% at the completion of this engagement.

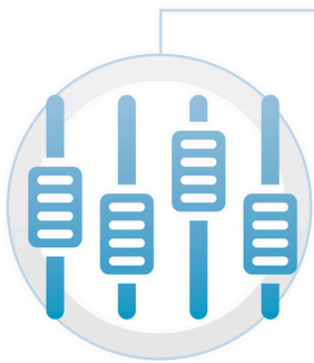
*This package is per role and valid for 30 days. You can add additional weeks for a fee. For additional roles simply purchase additional packages.

TRAITS™ is owned and distributed by Concord Consulting Corporation.

See Past the Person to the Personality

Through a series of online surveys, one-on-one interviews and personal consultations, TRAITS gives you the tools to uncover a person's true potential. It transforms the way organizations see themselves, the way they recruit, retain, develop and promote, and the results they achieve.

How it Works



**1. DETERMINE THE
BEST TRAITS FOR A
ROLE**



**2. ASSESS
CANDIDATES
FOR THOSE TRAITS**



**3. REVIEW THEIR
FIT TO THE ROLE**

Hire Smarter, Faster

Identify what the perfect fit looks like. Don't waste resources recruiting, training and developing the wrong fit for your business. Simplify applicant screening by matching to your benchmark personality traits. Eliminate those who don't match.

Improve Productivity

See drastically improved productivity in roles where the right match has been made. Sales, operations, accounting, every position requires a certain kind of personality for optimal performance. Find the right person and let them get to work.

Reduce Turnover

Match an individual's strengths and motivational drives to the job to produce an immediate fit and create job satisfaction. Motivate your employees to stay.

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TRAITS Job Model

Define the Role
Know who you need
before searching

Using an online questionnaire and facilitated management interviews, the specific degrees of behaviour necessary for success in a particular role within your organization are defined.

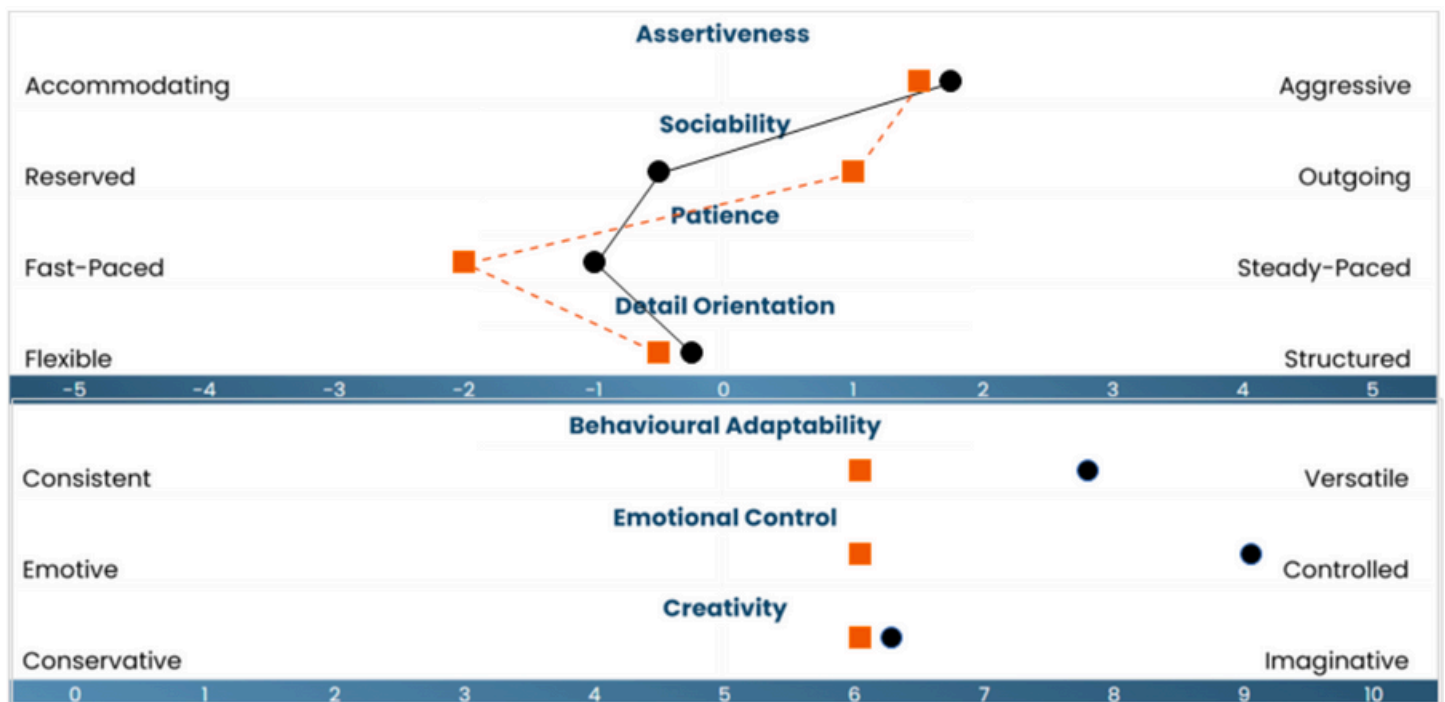
These benchmarks can then be matched to the candidate's results to assess their fit.

TRAITS Assessment

Define the Person
Know precisely who you're
hiring

Using an online survey and proprietary interpretation knowledge, you receive clear, accurate, and specific insight into a person's personality, their strengths, potential, motivations, and what they will and won't do and for how long. Find out exactly who you're hiring before you hire them.

Assess the match and define the risk



TRAITS Job Model

TRAITS Assessment

Recruitment • Coaching • Retention • Team Building Performance Management • Succession Planning • Career Development

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