



mindworks  
people. performance. potential.

# Mindworks Talent Acquisition (Search + Recruitment)

*“We Help Manage the ‘Risk’ When You Hire”*

## Introduction

Look through the following pages to learn about Mindworks' Talent Acquisition (Search+Recruitment) Services offerings and how you can leverage them to make your next hire your best one.

The key to the approach is the proprietary recruitment tool, TRAITS™, that screens every candidate for personality first. We compare that information against the benchmark created by you (with help with this) for the role and you can then spend your time on the candidates who have the right traits for the role.

We have used this unique approach for more than 20 years, and here is how it works:

### Build a Benchmark



### Assess Candidates



### Review Candidates' fit to Benchmark



## Why is this approach better?

Hiring is fraught with risk, bad hires are expensive, and traditional interviewing is time-consuming, outdated, and relatively ineffective at predicting high performance.

It is a fact that resumes are poor predictors of performance. No one ever describes themselves poorly in a resume we don't see how they've struggled or failed we only see highlights of when they've been at their best. Most recruiters try to sell you on resumes, but we know that doesn't work. Personality is a far better predictor of performance and fit.

Leveraging TRAITS™ you'll see the difference in the interview, you'll understand fit in a better way, you'll have more confidence in your decision, and you'll build a higher-performing team.

# Screen2Fit Package

Do you have too many resumes and no way to filter them?

Do you wish you knew more about your candidates?

Do you wish you could have more confidence in your hiring decisions?

In our Screen2Fit Package, we help you leverage the TRAITS methodology to make an informed hiring decision. We go beyond the resume and give you insight into how the candidates' personality traits match against what you require in the role. In this 30-day package, we gather all your candidates' results, and rank them according to fit, you'll have access to discuss the results and have a thorough interpretation and risk discussion for your shortlisted candidates.

## How this package works:

1. You send us a copy of the job description.
2. We'll facilitate a discussion with the hiring manager and use the information to help define a job model that describes the ideal behaviors required in the role.
3. You will send the Pro.file survey link to all your applicants (This link is live for 30 days and there's no limit to the number of people that apply for the specific job.)
4. 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.
5. Once you've chosen the people you'll interviewing, we'll send you their full assessment results and comparison against the job, as well as set up a time to interpret those results, (typically, 3 to 8 sets of results). We'll also include an extensive list of behavioral interview questions to further help in assessing a candidate's level of competency
6. 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.

Investment: \$2500

\* 50% of the fee paid upfront and the remaining fee paid at the end of the 30-day period.

\*\* Extensions at \$750 per month

Let's talk about how we can help you find your next 'top performer'.

# Search Lite Package

Do you want support in finding the right candidates without committing to full-service recruitment?

Do you need support in attracting the right candidates to your role?

Or do you need support marketing your role?

Do you need help in using job boards to maximum exposure? (Or do you need help advertising your role and managing your ad spend?)

In our Search Lite Package we work with you to attract the right candidates to your role over a 60 day period. This package includes everything listed in our Screen2Fit Package, plus we will provide support on how to be effective in your recruitment marketing, and initial candidate screening/interviews.

## How this package works:

1. We take your job description and turn it into a job ad. We write a compelling ad that will attract more candidates.
2. We help you build a recruitment strategy to market your role (Job Boards, Budgets, Recruitment Partners, etc).
3. We'll provide you with access to a Recruitment Consultant to discuss the status of your recruitment along the way.
4. You'll leverage the TRAITS™ methodology to develop benchmarks and assess your candidates (Everything outlined in the Screen2Fit Package.)
5. You post the job ad, and we will manage the candidate flow.
6. We review candidate applications to determine 'fit'.
7. We conduct interviews with well-matched and qualified candidates.
8. We present you with candidates considered 'top selection' in terms of fit, resume, experience, and education, including those who may have unique potential for the future.
9. We will help with onboarding your new hire by providing tips on how to make their first week a great experience.
10. We will provide a debrief of their TRAITS™People results (their own, their Supervisor, and up to 2 direct reports/co-workers) to better align their success in the role.

Investment: \$7500

\* 50% of the fee paid upfront and the remaining fee paid at the end of the 30-day period.

\*\* Extensions at \$750 per month

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# Search Max Package

Are you under-resourced and need to fill a role?

Do you want someone with expertise in recruitment to lead your search?

Do you want to skip the time and stress of recruitment and get to the point where you have the best candidates in front of you?

Let us do all the heavy lifting. In our Search Max Package we will take the time and risk involved with recruitment out of your hands and into ours so you can go back to spending time on growing your business.

## How this package works:

1. We meet with you to conduct an in-depth needs assessment. We get to know you, your team and your company to be able to source the ideal candidate. We create a behavioural benchmark for the role.
2. We source through different channels to attract a large pool of candidates for the role.
3. We will leverage the TRAITS™ methodology to develop benchmarks and assess your candidates (Everything outlined in the Search Lite Package.)
4. We conduct interviews with well-matched and qualified individuals.
5. We will provide you with a weekly recruitment scorecard.
6. We present you with candidates considered “top selection” in terms of fit, resume, experience, and education, including those who may have unique potential for the future.
7. To support onboarding – you are provided a full set of insights on the final Candidate’s fit, motivational factors and management style. We will also provide a debrief of their TRAITS results with them (their own, their Supervisor, and up to 2 direct reports/co-workers) to better align their success in the role.
8. We will check back in at one month and three months to see how the new employee is adjusting to their new role and your company.

Investment: Investment: Depending on the level of role

\* 50% of the fee paid upfront and the remaining fee paid at the end of the 30-day period.

\*\* Extensions at \$750 per month

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## Contact us and get started today.

The Mindworks approach will find you the right candidates, reducing hiring 'risk', and you'll have more confidence in your hiring decisions so you can focus on growing your business.

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