



Increasing Employee Success By Measuring Candidate "Fit"

Increase the success rate of your candidates being future top performers

What if you could more effectively match job candidates to your clients' roles? You would improve selection outcomes, insure against early failure rates and provide the client with a management report which will assist them to maximise employee performance and engagement levels.

JobFit Select is the only job matching assessment built specifically for the recruitment industry. It enables you to accurately assess behavioural traits and reasoning skills to connect the right people with the right jobs.

JobFit Select Features

- ✓ Comprehensive assessment for the entry to mid-level workforce
- ✓ Takes less than 30 minutes to complete online
- ✓ Cloud-based, mobile and texting technology
- ✓ Cost effective
- ✓ Self-interpretive reporting
- ✓ Extensive industry job pattern library
- ✓ Includes distortion score that measures candidate candour
- ✓ Immediate results that deliver seven valuable reports
- ✓ Based on valid research and reliable scientific data
- ✓ Integrate with most third party ATS/HRIS platforms





JobFit Select Benefits

Candidate Benefits

- ✓ Dramatically increase your candidates' chances of accepting a role they will enjoy, perform well in and be engaged in
- ✓ Enable candidates to more easily assess roles to answer "how do I know whether this role is for me?"
- ✓ Candidates want to respect their manager (people leave managers, they don't leave companies) and by providing clients with Management & Individual Reports the people management skills of the respective managers are increased

Client Benefits

- ✓ Increase the success rate of selecting future high performers by up to 300%
- ✓ Greater certainty that new hires will perform above an acceptable level
- ✓ Improve the management skills of all managers and supervisors
- ✓ Use JobFit Select to empower and motivate at the employee level, while improving effectiveness and opportunity for growth at the organisational level

Recruiter Benefits

- ✓ Use the Job Pattern information to identify the critical abilities, traits and interests that could be incorporated into job advertisements (targeted job advertisements increase the number of quality candidates applying by up to six times)
- ✓ The Selection Report will quickly identify the areas of potential concern for each candidate and provide tailored behavioural interview questions to assist recruitment consultants explore these areas in greater detail
- ✓ Provide the clients with interview questions for the client/candidate interviews
- ✓ Exceed the clients' expectations by providing coaching, mentoring and training suggestions for candidates
- ✓ Use the advanced reporting capabilities to recycle candidates that have previously been assessed

JobFit Select Reports

JobFit™ select

Selection

John Sample

Selection Report

- » Measures "fit" and provides insights into the candidate's personality and reasoning ability
- » Provides tailored behavioural interview questions for areas of potential concern

Management Report

- » Provides coaching, mentoring and training suggestions to maximise employee performance and engagement levels
- » A powerful report to assist clients maximise employee potential

JobFit™ select

Management

John Sample

Individual Feedback Report

- » A self-development report for the candidate
- » Assists candidates to improve self-awareness and maximise their strengths

JobFit™ select

Individual

John Sample

Individual Graph

- » Provides candidate raw scores
- » The Distortion score shows how candid the candidate was while taking the assessment

JobFit™ select

Individual Graph

John Sample

JobFit Select Reports

JobFit™ select

Talent Insights

John Sample

Talent Insights Report

- » Provides a better understanding of what to anticipate when working with the candidate
- » An overview of the candidate's natural tendencies

JobFit Report

- » Used to improve candidate recycling
- » Can also be utilised in workforce development and career planning

JobFit™ select

JobFit Report

John Sample

JobFit™ select

Candidate Matching

Sample Job Pattern

Candidate Matching Report

- » Used to improve candidate recycling
- » Can be utilised in workforce succession planning

[Download Sample Reports](#)

Assessment Scheduling Process

Only three simple steps to schedule candidates

(Please note that you can further streamline the process using "Candidate Self-Registration" and API integration with most third party ATS/HRIS platforms)

1. Create New Candidate

The screenshot shows the 'New Candidate' form with the following fields and options:

- Buttons:** ☒ Create New Candidate, ☐ Import Candidates, ☐ Booklet Entry
- First Name ***: Text input field containing 'John'
- Last Name ***: Text input field containing 'Sample'
- Invitation Contact Information (only one is required)**:
 - Email**: Text input field containing 'john.sample@gmail.com'
 - Texting Cell**: Text input field (empty)
- AND / OR**: Text label between the Email and Texting Cell fields
- Create Candidate**: Blue button at the bottom right
- Legend**: (* Denotes required field)

» Enter candidate's name and email address (or bulk candidate import)

2. Set up JobFit Select Assessment

The screenshot shows the 'Actions' form with the following fields and options:

- Product**: Dropdown menu with 'JobFit Select' selected
- Language**: Dropdown menu with 'English (Australia)' selected
- Invitation From ***: Text input field containing 'ABCD Company'
- Invitation Type**: Dropdown menu with 'General' selected
- Send copy of Invitation to me**: ☐ checkbox with a text input field below it (empty)
- Send Reminder**: ☒ checkbox
- Reminder Settings**: In 4 Days (with a dropdown arrow next to '4')
- Legend**: (* Denotes required field)

» Select Assessment Type (i.e. JobFit Select)

» Set Auto Reminder

Assessment Scheduling Process

3. On Assessment Completion Send

On Assessment Completion Send

☐ Text: 555-555-1234

☒ Email: manager@abcd.com.au


☒ Attach Report

Report name *
Select Report ▼

Language
English (Australia) ▼

Job Pattern *
Administrative Assistant ▼

Schedule



The Job Pattern Library is a grid of 12 categories, each containing a list of job roles:

- Administration:** Administrative Assistant, Buyer, Clerk, Entry-Level Clerk, Executive Assistant, Office Manager, Receptionist, Sales Support.
- Communications:** Art Director, Creative Design Professional, Digital Communications (Blogger), Executive, Email Marketing Professional, Journalist, Marketing Analyst, Online Content Manager, Proof Reader, Social Media Manager, Technical Writer, Training & Development Specialist.
- Customer Services:** Account Manager, Call Centre - Inbound, Call Centre - Outbound, Customer Service Representative, Flight Attendant, Retail Sales Associate, Service Advisor.
- Financial:** Accountant, Accounting Clerk, Bank/Credit Union Loan Officer, Bank/Credit Union Teller, Bookkeeper, Financial Planner.
- Healthcare:** Dental Hygienist, Dietician, Home Health Worker, Licensed Practical/Vocational Nurse, Medical Assistant, Medical Technologist, Nurse Practitioner, Nursing Assistant/Assistant, Paramedic/Emergency Medical Technician, Physical Therapist, Physical Assistant, Registered Nurse, Veterinary Technician.
- Hospitality:** Food Service Worker, Hotel/Resort Desk Clerk, Receptionist/Front Desk Worker, Restaurant Host/Hostess, Server.
- Management:** Director, First-Line Supervisor, General Manager, Manager, Project Manager, Sales Manager, Senior Manager, Team Leader.
- Production & MFG:** Assembly Line Worker, Classification Worker, Inventory Control Specialist, Logistics, Maintenance Worker, Production Order Expediter, Safety Technician, Shipping & Packaging, Warehouse Worker.
- Professional Services:** Counselor, Driver, HR Specialist, Inspector, Law Enforcement Officer, Paralegal, Security Guard, Survivor.
- Sales & Marketing:** Account Executive, Automobile Salesperson, College Recruiter, Inbound Salesperson, Inside Salesperson, Insurance Agent, Marketing Manager, Outside Salesperson, Real Estate Agent, Sales Representative.
- Technical:** Architect, Automotive Technician, Computer Support Specialist, Electronic Tech, Engineer, Engineering Technician, IT Professional, Lab Technician, Quality Control Technician, Software Developer, Telecommunications Specialist, Web Developer.
- Trades:** Automotive Technician, Carpenter, Construction Worker, Drafter, Electrician, Estimator, Forklift Operator, Food Service Worker, Heating, Air Conditioning & Refrigeration Mechanic, Heavy Equipment Mechanic, Heavy Equipment Operator, Long-Haul Truck Driver, Machinist, Painter, Photographer/Videographer, Shipyard Worker, Welder, Welder.

- » Enter consultant's email address to which reports will be sent on completion by candidate
- » Select Report (i.e. Interview Guide)
- » Select Job Pattern from the Job Pattern Library
- » Schedule

Other Assessments Available

JqbFit™ executive

- » Executive roles
- » Develop high performance role benchmark (by assessing proven top performers)
- » Further information/sample reports: www.jobfitassessments.com

JqbFit™ screen

- » Entry level screening assessment
- » Measures the candidate's moral compass
- » Further information/sample reports: www.jobfitassessments.com



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