JobFit™ select

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™

The Future of Workforce Talent Solutions

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

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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

JobFit select
Individual
John Sample

Individual Feedback Report

» A self-development report for the candidate

» Assists candidates to improve self-awareness and maximise their strengths

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

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JobFit Select Reports

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 Report
John Sample

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

👤➕ New Candidate

☑ Create New Candidate   ◯ Import Candidates   ☐ Booklet Entry

(* Denotes required field)

First Name *
John

Last Name *
Sample

Invitation Contact Information (only one is required)

Email
john.sample@gmail.com

AND / OR

Texting Cell

Create Candidate

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

2. Set up JobFit Select Assessment

⚡ Actions

(* Denotes required field)

Product
JobFit Select ▼

Language
English (Australia) ▼

Invitation From *
ABCD Company

Invitation Type
General ▼

☐ Send copy of invitation to me

☑ Send Reminder   In   4 ▼   Days

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

» **Set Auto Reminder**

3. On Assessment Completion Send

» **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

JobFit™ executive

» **Executive roles**

» **Develop high performance role benchmark (by assessing proven top performers)**

» **Further information/sample reports:** www. jobfitassessments.com

JobFit™ screen

» **Entry level screening assessment**

» **Measures the candidate's moral compass**

» **Further information/sample reports:** www.jobfitassessments.com

PEOPLOGICA
Love Your Work.

T: (02) 9936 9000
F: (02) 99369036
E: info@peoplogica.com

Level 15, 275 Alfred St.
North Sydney,
NSW 2060

W: peoplogica.com | jobfitassessments.com

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