

# Job Insights™ & Talent Insights™

Benchmarking today's jobs and matching top talent!



Businesses everywhere are seeking better ways to secure the talent necessary to their success. Jobs and the specific talent of the people who fill them are the unique building blocks of that success. But how can you discover the specific talents required by a "job" and match them to the talents inherent in a "person?" Only through reports that will give you an accurate reading of the behaviors and values common to both the job and the person — *Job Insights* and *Talent Insights*!

## FIRST, JOB INSIGHTS WILL BENCHMARK THE JOB

All jobs have unique requirements for behavior. For example, the behavior required by a Customer Service Job's work environment would likely include "tactful decision making, contacting many people, patience, being diplomatic and cooperative." These behaviors can be determined by the results of the *Job Insights* questionnaire, produced by the people who know the job. The result of this benchmarking process is a set of bar graphs that define required, job-related behaviors such as: Frequent Interaction with Others, Customer Oriented, Versatility, Frequent Change, Urgency, Competitiveness, Organized Workplace, Analysis of Data.

In addition, all jobs have inherent rewards and a predominant culture that drive performance excellence. When the job's rewards/culture are in line with the person performing the job, then the result is performance excellence. For example, one of a Customer Service Job's rewards may be expressed as "gaining personal satisfaction by performing the job consistently the right way, according to a predefined set of rules and procedures." People whose values, or motivators, are in line with that job's rewards will excel.

## SECOND, TALENT INSIGHTS WILL DETERMINE THE CANDIDATE'S TALENT

People have unique behaviors that can be matched to jobs, but seldom are! When a person's behaviors are in sync with a job's, the result is increased performance and employee satisfaction. Common behaviors range from outgoing and assertive, to soft-spoken, mild and reserved; from adventurous and daring, to controlled and restrained, and everything in between. The job applicants who complete the *Talent Insights* report respond to questions that define these unique behaviors. The result is a set of bar graphs that indicate where the respondent falls within the scale of common

job-related behaviors: Frequent Interaction with Others, Customer Oriented, Versatility, Frequent Change, Urgency, Competitiveness, Organized Workplace, Analysis of Data.

Like jobs, people have inherent values, or motivators, that drive their behaviors. *Talent Insights* helps to define those as well, such as "desiring a return on investment of time and money," and "finding personal rewards in continuous learning."

## NOW, MATCH TALENT TO THE JOB!

The right talent in the right job equals top performance and employee satisfaction, which is exactly what every company wants! After completing the job benchmark with *Job Insights*, and defining talent with *Talent Insights*, you have a total of 14 separate factors that are key to finding the right fit. Next, you can compare and match the job's required behaviors and rewards/culture to a candidate's ideal behaviors and motivators. You have produced a valuable piece of the information you need to make the best decisions on hiring top talent.

## CONTINUE TO DEVELOP TOP TALENT FOR YOUR ORGANIZATION

The application of *Talent Insights* does not stop after the hiring process. Use this insightful behavior and values report to continue developing top talent for your organization. With the addition of coordinating reports such as *TTI Success Insights™ Management-Staff* and *Workplace Motivators™*, you can produce further detailed information ideal for coaching, talent development, and performance appraisals.

## BEGIN TODAY!

Begin today with a review of the competitive advantages a reliable system for hiring top talent can provide your organization — and lay the foundation for business success!

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Provided by: