

Create Candidate Profiles



The strongest candidates' qualifications, assessments, resumes, and documentation are standardized and summarized, along with our 8-point Success Matrix. This process calls attention to each candidate's unique value, documents the results they have achieved, highlights strengths, and identifies any potential sticking points to overcome for a successful hire.

The 8-Point Success Matrix overcomes the classic recruiter error of making candidate judgments that are based on gut feel and meet-and-greet sessions. Most recruiters are afraid to document the results a candidate has achieved let alone compare those results to your expectations.

The 8-Point Success Matrix eliminates the "water cooler" type assessments that sound like "she's a nice person, great energy, might be a good fit, appears to have strong skills." Our clients tell us that this tool forces everyone on the interview committee, from the recruiter to the CEO, to do a great job of validating, verifying, and vetting candidate claims.

The 8-Point Success Matrix overcomes Hiring Mistake #2 - Superficial Interviewing and Hiring Mistake #8 - Failure to Probe for Core Success Factors by not accepting generic information,

ambiguous statements masquerading as facts, and common exaggeration and embellishment.

This step brings all of our candidate research together in a simple format to determine if the candidate can deliver the results you desire with a set of behaviors and style that is consistent with your values and culture.

Products to Create Candidate Profiles