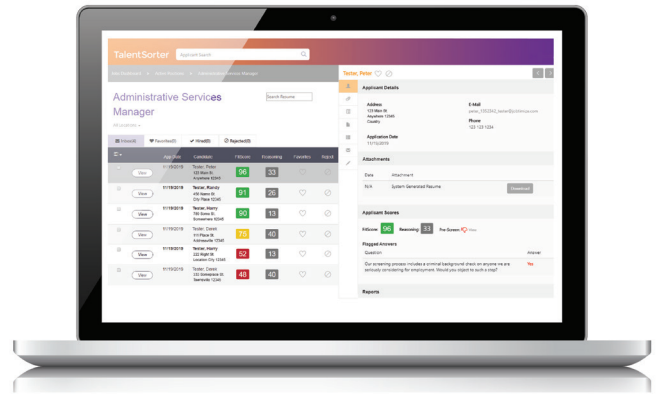


## Take the Friction out of Hiring

TalentSorter can transform your hiring process into one that is smooth and seamless, starting with the job posting. The cloud platform ensures that your candidate selection process is fair, fast and user-friendly. Here's how TalentSorter can help you:



## TalentSorter Benefits

### ✓ 1. Streamline Your Hiring Process

Save time and money. TalentSorter saves time by getting to know more about a candidate as part of the initial application. Your time can be better spent interviewing the right candidates. Hiring for fit will also increase retention and reduce turnover. Savings on recruiting and training go right to the bottom line.

### ✓ 2. Built with Line Managers in Mind.

TalentSorter has been designed to be turn-key for the hiring manager/non-HR professional. It is simple to use at every stage of the hiring process. Line managers who don't interview regularly can feel confident that every applicant is being treated fairly and objectively. The interview guide includes suggestions for questions to ensure a stress-free interview where all the right areas to probe are identified.

### ✓ 3. Bias Neutral Hiring.

Research and real-world experience have shown that while aptitude and potential are evenly distributed in the general population, opportunity is not. The resume is nothing more than a reflection of the opportunities someone has been given along the way, not who the person really is. By starting the applicant sorting process based on how well a person is suited for a job, unconscious bias has been bypassed and candidates with the potential to be successful are being considered equally for that role.

### ✓ 4. Know How Your New People Tick, Reduce Employee Turnover.

In addition to making recruitment more efficient, TalentSorter managers can also use the behavioral assessment profile to learn a lot about the people they're hiring. Understanding what motivates a new recruit will help you determine how best to onboard, manage and engage with them post-hire.

### ✓ 5. Flexibility & Adaptability of Your Workforce.

The pandemic has changed the nature of many work environments. A common question that the TalentSorter assessment can help answer is "What is this person's natural ability to work from home – do they have all the behavioral traits that'll help them thrive in an isolated workplace, or will they struggle outside of the office?" Ultimately, by gaining a greater understanding of what makes their people tick, an organization is better equipped to evaluate whether they are fully optimized in their existing role and how best to lead them.

### ✓ 6. Evaluate Existing Employees Too.

The assessment can also be used retrospectively for those already working within an organization, allowing management to make more informed decisions on work environment, employee development and succession planning.

### ✓ 7. Adaptable to Your Needs.

If you have multiple locations, applicants can choose where they want to work and their application is routed to the appropriate hiring manager. As an online platform, TalentSorter can be stand alone and sit outside your network, or it can be integrated into other software you may be using. If you have other specific needs, we would love to discuss how we can make TalentSorter the right solution for you.



**"We see an improvement in the quality of candidates, and TalentSorter is helping us filter out the people who won't take time to complete the assessment. Took away at least 3 steps from our old hiring process."**

## What is TalentSorter?

TalentSorter™ is a pre-employment applicant screening platform that measures each candidate's Job Fit and likelihood of success in a specific role. That's how, rather than relying on the resume, TalentSorter uses cutting-edge behavioral science algorithms and scoring to assess every applicant's 'job fit' and determine whether their traits and attributes are suited to the role. All applicants are assessed, not just the finalists.

TalentSorter will uncover the hidden gems in a pile of resumes – before you read any of them. It will guide you to the right people in the applicant pool – those who are likeliest to fit better, onboard faster, become productive sooner, treat your customers better, and help you take friction out of your operation .

Each candidates' FitScore® Report identifies how well the candidate will fit with the team, fit with the manager, and what their attitudes are towards job commitment, integrity, work ethic, and more.

*We've all hired people who looked like a great fit based on their resume – only to watch them fail. What was wrong? Resumes tell you what a person has done, not who they are.*

## How Does It Work?

TalentSorter is the all-in-one tool you need to hire effectively – from posting a job through to getting references.

All candidates complete a short behavioral questionnaire as part of the application process, and the results are posted to the hiring manager's dashboard, ranked by FitScore®. Each candidate also gets a custom Job Fit Report and Interview Guide specific to each applicant's behavioral traits and compatibility with that job. The hiring manager can now focus their time on the best candidates, rather than tackling a stack of resumes.



### STEP 1: Choose Your Job Title & Post a Job

The Job Posting Wizard will identify traits most critical to success for each open position & create a custom assessment that pre-screens candidates for fit in that specific job. In minutes, the position is ready to post on popular job boards with the push of a button!



### STEP 2: TalentSorter Assesses Each Applicant for "Job Fit" then Assigns a FitScore®

With each application, TalentSorter uses patented science to calculate a FitScore™ out of 100 for every candidate: fit with the job, fit with manager, fit with people, fit with company. The higher the score the better the "job fit".



### STEP 3: You Interview the Candidates with the Strongest FitScore®

Each candidate report includes a custom profile and analysis for every candidate, including an Interview Guide that identifies what to ask each candidate to help you see the real person behind the resume.



### STEP 4: References Are Also a Simplified Process

TalentSorter will even collect the references for the final candidates, giving you back even more valuable time to the hiring managers. No more chasing and waiting.



*"It's unbelievable! I used to get 50 resumes in my inbox and had to open each of them to make a decision. Now I can see 200 candidates already sorted and only review the ones that are really shiny."*