

HIRING BETTER FACT SHEET**MAKE BETTER CHOICES****Finding High Quality Hires Using Pre-Employment Assessments****They may look good on paper, but will they end up making everyone miserable?**

Hiring the wrong person can be detrimental, but conversely, hiring the right candidate can have a positive impact across your entire business.

HighMatch's pre-employment assessment can help you avoid the pitfalls of a bad hire and find your next rockstars by identifying candidates whose innate traits align with what's required of someone in that specific role, leading to trusted hires that get up to speed faster, contribute value more quickly and uplevel the teams around them.

How Does it Work?

HighMatch is a pre-hire assessment that measures core motivations and abilities that help predict important job behaviors such as teamwork and problem-solving.



Hiring Profiles: We create custom hiring profiles based on your needs and the specifics of the job that act as a yardstick for the highest-quality candidates.



Assessments: We measure 7 discrete personality traits, 4 cognitive abilities and a wide variety of skills, all backed by the latest in IO psychology



Job Fit Reports: We use data derived from our assessment to predict a candidate's job fit and provide easy-to-understand scores & descriptions.



Interview Guides: Our Interview Guide is tailored to each candidate, with consistent question prompts to dive deeper into potential mismatch issues.

HighMatch is used by some of the world's leading companies, including:



Ripple Effect of Quality Hires

There are many articles out there on the cost of a bad hire, but what about **the benefits of a good hire**? Good hires create benefits to the bottom line, but also have an outsized impact across the entire organization, from **better performing teams** to a **more vibrant company culture**, which in turn **reduces turnover and improves retention**.



26%

Total output produced by the **top 5% of workers** (400% above expectations)



39%

of talent managers agree **quality of hire** is most valuable metric of performance



26%

Managers report spending 26% of their time **coaching bad employees**

Hiring Better Quality Candidates leads to...



*Source: An independent study on behalf of global staffing firm Robert Half of 2200 CFOs working at a stratified random sample of companies in more than 20 of the largest U.S. metropolitan areas.