HIGHMATCH

STOP WASTING TIME

Improving Process Efficiency Using Pre-Employment Assessments

The average corporate job receives **250 applicants**, and that was before the pandemic led to record unemployment. Applicant Tracking Systems can provide basic screening, but lack the ability to identify a motivated candidate from an unmotivated one, let alone assess the cognitive ability of a prospective candidate.

This leaves the burden on overwhelmed HR teams, who simply can't screen thousands of resumes and still fulfill their other responsibilities. **Pre-employment assessments**, which identify candidates whose innate traits do not match up with what's required, can automatically screen out candidates that are a poor fit.

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:

COMCAST   aveanna healthcare   kw KELLERWILLIAMS   DHL   Mercedes-Benz   PODS   Ryan Homes

ECHO))   Milwaukee   NVR   METHODIST HOSPITAL of Southern California   rackspace   BERKSHIRE HATHAWAY HomeServices   JONES DAY

Avoid Candidate Overload

Hiring is hard work. **The average corporate job attracts more than 250 applicants, leading to an average interview timeline of 27.5 days. During that time, companies lose as many as 89% of potential candidates due to that prolonged screening process.** HighMatch can help by automatically screening out candidates that are poor fits for the role.
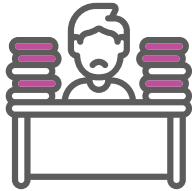
27.5 days average time of interview process[+]

89% of candidates lost during that process

90% HighMatch accuracy rating in identifying candidates with medium to low job fit[*]

WITHOUT HIGHMATCH

WITH HIGHMATCH

30-40 REQUISITIONS — Average number of open requisitions at any one time
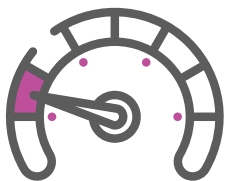
250 RESUMES — Average number of resumes each corporate job attracts[*]

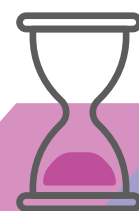**7500 RESUMES** — Total number of resumes with 30 open requisitions

7.4 SECONDS — Average initial screening time for a candidate's resume

925 MINUTES — Total time spent screening 7500 resumes for 7.4s