HIGHMATCH

SHUT THE REVOLVING DOOR

Reducing Turnover Through Pre-Employment Assessments

Much has been written about the cost of a bad hire, and with good reason. Between the loss in productivity, the negative brand impact and the dollars wasted, it's no wonder reducing turnover is such a critical need for organizations of all sizes.

The good news? While there's no magic bullet that will solve turnover completely, pre-employment assessments, which identify candidates whose innate traits do not match up with what's required, can help avoid mismatches and reduce turnover.

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.

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

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

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 KELLER WILLIAMS · DHL · Mercedes-Benz · PODS · Ryan Homes

ECHO · Milwaukee · NVR · METHODIST HOSPITAL of Southern California · rackspace · BERKSHIRE HATHAWAY HomeServices · JONES DAY
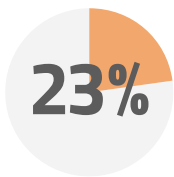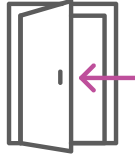
Cost of a Bad Hire

The cost of bad hires have a ripple effect across the business, impacting **revenue** and **profitability** as well as **increased turnover** and **lack of employee engagement**.
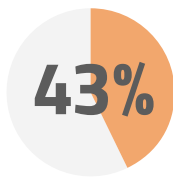
Cost of Lack of Engagement
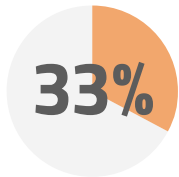
33%
of new hires look for new jobs in the **first 6 months**

23%
of new hires move on within their **first year**

43%
of C-level executives say **retention** is a top concern

Cost to Replace Employee

16% A $30K/yr employee costs **16% of their salary** to replace

20% A $75K/yr employee costs **20% of their salary** to replace

17%
Average reduction in turnover among HighMatch customers*

But... how do you solve it?

ROI of Pre-Hire Assessments

Pre-hire assessments can help reduce turnover by identifying those candidates whose innate traits don't align with the role before these mismatches are onboarded.

	TURNOVER RATE	COST TO REPLACE USING HIGHMATCH	COST TO REPLACE W/O HIGHMATCH	SAVINGS W/ HIGHMATCH
LARGE RETAIL COMPANY 800	536 CASHIERS 67%	$1.35M	$1.63M	$277K
MID-SIZED SOFTWARE COMPANY 100	35 SALES PEOPLE 35%	$436K	$525K	$89K
SMALL REAL ESTATE COMPANY 50	9 PROPERTY MGRS. 18%	$75K	$90K	$15K