

Successful hiring practices can increase performance and job satisfaction, but more importantly they can increase retention and reduce the cost of turnover. Retention is a challenge for companies of all sizes. **RightPath® Benchmarks for Hiring** can be the solution. RightPath's process is custom, not generic. A benchmark is created, tailored specifically to your organization's desires and needs, thereby avoiding the pitfalls of generic industry benchmarks.

Studies at Michigan State University confirm the value of benchmarking. The study shows that the accuracy of the interview process alone is only 14% in predicting a successful hire. Adding background and reference checking offers only a slightly better accuracy of 26%. Hiring accuracy jumps to 53% when individual profiling is added to the process and climbs to **75%** with job profiling applied.

RightPath will team with you to objectively determine the behavioral success factors of your top performers. We'll work with your current hiring practices as we teach other proven techniques such as behavioral interviewing to reduce the risk of a bad hire, ensure effective placements and allow for optimal performance.



Benefits

- Empowers managers with the tools they need to hire smart
- Captures, analyzes and compares behavioral talents of successful performers for the benchmark
- Tailors a benchmark for key and common hire positions in your organization
- Uses natural, hard-wired behavior (not changeable elements) to more accurately predict success factors for candidates
- Shows why matches based on skills or competencies is not as effective as matching based on behavior
- Lowers the risk to your investment in human capital
- Facilitates greater job satisfaction and longevity thereby reducing turnover
- Integrates with your current hiring process to implement behavioral interview questions and processes

Consultative Service

RightPath Benchmarks For Hiring is a consultative service. RightPath teams with your organization to improve your hiring and selection process, and integrates the value of benchmarking into the process. Our custom consultation builds job-specific and industry-specific benchmarks, based on the validated Path 4/6 behavioral profiles. We teach you how to apply the benchmarks for effective selection.

Getting Started

Assessments: RightPath Path 4/6 are completed by experienced, top performers in the benchmark position (requires 30 minutes online to complete)

Timing: Once your organization's objectives and needs are outlined, we will provide a proposal and timeline

Facilitation: Training is tailored to your specific needs (how to use benchmarks, hiring processes, interviewing etc.)

Materials: Along with the Benchmark, RightPath will provide a training manual and hiring materials as part of the process

www.rightpath.com

5400 Laurel Springs Pkwy, Ste 1301, Suwanee GA, 30024

678 845 0400 - 877 THE PATH

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