

## **Finding it Hard to Find the Right Employees to Fit Your Business? Attachment “A”**

Did you ever hire someone who fell short of your initial expectations? If your answer to this question is yes, then you are not the only one to have made a poor hiring choice. It may help you to know that 63% of all hiring decisions are made in the first 4.3 minutes of the interview. (SHRM Study, reported in USA Today) Many hiring practices used today include interviewing, background checks, and some form of testing to see if the person measures up to the benchmarks established by the employer. The resume allows you to look at the persons past employment, education attainment and skill sets achieved. The interview allows you to judge the persons appearance, demeanor, communication style and then your hiring decision is based on the person by considering their past and the present performance without any future indicators if the person is a good choice other than a “gut feeling.” Most employers hire on competence and fire on fit. Businesses typically have two kinds of challenges, people problems and system problems. Let’s focus on people problems. There are only three places to fix people problems, during the selection process, through coaching and training or by replacing the employee which is in itself costly and most business can’t afford to be in the constant hiring and training mode. The question is, “is there a better way to hire and train new employees?” The answer for you may be JobFit.

JobFit is an internet based system that performs two critical functions for both the job seekers and employers. Job seekers coming into the one stop centers can log onto JobFit and do a self directed assessment that will measure their math, reading, education abilities. During the assessment they will create a resume and most important a pattern of themselves that will show them their strengths and aptitudes leading them into better education and career choices. The resume will become part of an electronic pool of resumes and patterns for employers to draw future employees from.

For the employer, you can use JobFit to build a job pattern using your top performing employees. This pattern will measure your top performers in three ways, thinking style, behavioral traits, and occupational interests. Thinking Style will show the verbal skill, verbal reasoning, numerical ability, numerical reasoning and learning index. Behavioral Traits will show energy level, assertiveness, sociability, manageability, attitude, decisiveness, independence and objective judgment styles. Occupational Interest will show you the top three areas of interest of your pattern group.

Once the job pattern is complete you can draw job seekers from the electronic JobFit labor pool and compare them against your pattern. You will be able to measure the potential job candidate against your top performers to see how their thinking style, behavioral traits and occupational interest compare. The report will coach you with interview questions to assist in making a more informed hiring decision. The answers to the questions of can the person do the job, will the person do the job and how will the person do the job are at your finger tips with JobFit. JobFit has a demonstrated retention success rate nationally of 87% over a two year follow-up period and passes all EEO guidelines.

A Webinar demonstration can be arranged to demonstrate the JobFit system if desired. Contact Jim Lautenschleger 269-501-1486 or [jlauten@scmw.org](mailto:jlauten@scmw.org) to arrange a demo if needed.