

What are your biggest hiring headaches?



- It takes too much time sorting resumes and screening respondents to get to a short list.
- Too many hires that can't make the grade or don't like the job and leave.
- Too few qualified candidates for key openings.
- Periods of panic hiring followed by hiring freezes or cutbacks.
- Sluggish manual processes take too long, causing good candidates to find jobs elsewhere.
- Too many talented internal candidates or strong referrals bomb the screening test.

Accelerated Interviewing™ relieves hiring headaches



It takes too much time sorting resumes and screening respondents to build the short list.

✓ AI™ makes building a short list from sorted Talent Pool listings quick and easy.

Too many hires that can't make the grade or don't like the job and leave.

✓ AI™ dramatically increases screening and hiring accuracy.

Too few qualified candidates for key openings.

✓ AI™ lets you open up to national and international sourcing with no risk of runaway screening costs.

Periods of panic hiring followed by hiring freezes or cutbacks.

✓ AI™ builds an inventory of scored talent that can be quickly accessed when needed.

Sluggish manual processes take too long, causing good candidates to find jobs elsewhere.

✓ By accelerating talent into and through the interview, AI™ gets to the right talent fast and often first.

Too many talented internal candidates or strong referrals bomb the screening test.

✓ AI™ cuts false negatives by moving the power of behavioral interviewing up the hiring funnel.

Introducing Accelerated Interviewing™

Hiring decisions that are better, faster, cheaper– Guaranteed!

Others talk about bottom line savings. We have the science and the software to show you visually how our Staffing Strategy impacts your Talent Curve. We compute costs and total dollar returns, and then guarantee them. *Request your risk-free Staffing Strategy Review.*

>Accelerated Interviewer Training™

The fastest path to mastering behavioral interviewing from the author who wrote the book.

Don't: Enroll all hirers in 1-3 day workshops whether they need one or not.

Watch our DVD clips; **Take** the *BDCoach* skill check on your PC; **Decide** who needs a skills practice tune up Vs. who needs the full workshop treatment.

>Confirmed Achievements™

Performance achievements confirmed efficiently and credibly.

Don't: Pop past behavior questions on a mix of prepared and unprepared candidates in the interview and then **assume** you are getting true stories.

Quickly collect answers to key topics online– before the on-site interview; **Provide** real time feedback to keep answers on track; **Confirm** stories via auto-emails with no labor cost; **Focus on confirmed talent first!**

>Human Asset Performance Indicators™

Quick, powerful tests of Human Asset RETURN and RISK – Interview a smaller number of the right people!

Don't: Waste time/money on resumes sorts, telephone screening interviews or personality tests only weakly related to job performance.

Combine the related RETURN and RISK factors for specific jobs; **Triage** eligible respondents on proven, validated, *Performance Indicators™*.

>Scored Achievements™

Score behavioral answers with consistent accuracy ($r=.80s$ with expert ratings).

Don't: Assume that interviewers carefully score each answer against clearly defined anchors and then sum the scores to guide decisions.

Rate each and every answer in micro seconds using our artificial intelligence scoring engine calibrated by your best hiring managers; **Guide** final decision interviews using Personalized Interview Kits.

Dr. Tom Janz, CEO and Chief Scientist Tom.Janz@GlobalHumanAssetSystems.com (817) 675-1553

