

# Job Benchmarking Process



When we interview candidates, we generally base our decisions on the candidate’s resume and how they interview. Unfortunately, resumes don’t tell us enough and we all interview with built-in biases based on our own experience, education, and intelligence. What if we had another dimension of information to help with the decision process? What if the “job” could talk, what kind of candidate would it look for? That’s exactly what the job benchmarking process does. It identifies the behaviors, motivation factors, soft skills, and competencies the job needs and then matches that against what the candidates possess.

**Job Benchmarking Process** – is a structured process that utilizes scientific assessments from TTI Success Insights™ to create a job profile and then match prospective candidates to the that profile. It includes:

- **Identifying Subject Matter Experts** – who interact with this position on a regular basis. Generally these consist of the manager, direct reports, supplier, and customers or the inputs and outputs of the position.
- **Identifying Key Accountabilities** – of the position. What are the most important things this position is accountable for ranked and weighted by the subject matter experts.
- **Online Job Assessment** – completed by subject matter experts which identify behavior, motivation, and skills/competencies for the

ideal candidate. This is the job benchmark, or what the job needs!

- **Online Talent Assessment** – completed by each candidate.

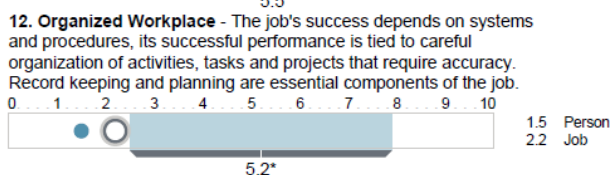
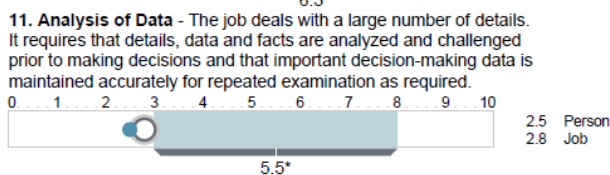
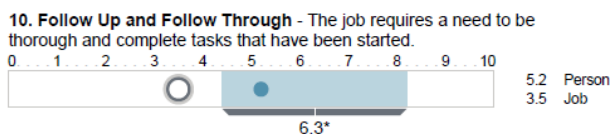
Job Competencies Hierarchy	Zone Range	Person
1. GOAL ORIENTATION	8.9 — 10.0	9.3 <span style="color: blue;">■</span>
2. INTERPERSONAL SKILLS	6.9 — 9.9	10.0 <span style="color: green;">■</span>
3. SELF-MANAGEMENT (TIME AND PRIORITIES)	7.3 — 10.0	5.0 <span style="color: green;">■</span>
4. PERSUASION	5.6 — 8.5	7.0 <span style="color: blue;">■</span>
5. LEADERSHIP	6.2 — 8.6	7.0 <span style="color: blue;">■</span>
6. PERSONAL EFFECTIVENESS	5.6 — 7.8	8.3 <span style="color: green;">■</span>
7. PLANNING/ORGANIZING	7.4 — 10.0	2.3 <span style="color: yellow;">■</span>

Job Rewards/Culture Hierarchy	Zone Range	Person
1. Theoretical	7.6 — 10.0	6.5 <span style="color: green;">■</span>
2. Utilitarian/Economic	6.1 — 7.8	4.8 <span style="color: green;">■</span>
3. Individualistic/Political	6.3 — 10.0	4.0 <span style="color: yellow;">■</span>

Job Behavioral Hierarchy	Zone Range	Person
1. Frequent Interaction with Others	8.6 — 10.0	9.0 <span style="color: blue;">■</span>
2. Competitiveness	7.3 — 10.0	5.0 <span style="color: green;">■</span>
3. Urgency	6.9 — 10.0	5.0 <span style="color: green;">■</span>

■ Exact match     ■ Fair compatibility      Over-focused  
■ Good compatibility     ■ Poor compatibility

## Behavioral Hierarchy



- **Job Gap Report** – created by the system identifying the benchmark scores compared to the candidate’s scores (shown at left and above).

**Assessments** – compare 12 behavior traits, 6 motivation types, and 23 skills and competencies that gives you an added dimension into the candidates that you do not get without job benchmarking.

*Are you hiring and retaining the best talent for your company?*