



# Job Insights® Plus & Talent Insights®

## Benchmarking Today's Jobs & Matching Top Talent

Businesses everywhere are seeking better ways to secure the talent necessary to their success. Jobs and the specific talent of the people who fill them are the unique building blocks of that success. But how can you discover the specific talents required by a job and match them to the talents inherent in a person? Only through reports that will give you an accurate reading of the behaviors and values common to both the job and the person—Job Insights Plus and Talent Insights!

### **First, Job Insights Plus Will Benchmark the Job**

All jobs have unique requirements for behavior as well as inherent rewards and a predominant culture that drive performance excellence. When the job's required behaviors, rewards and culture are in line with the behaviors and values of the employee, performance will excel.

The patented benchmarking process involves key stakeholders who assess the job based on its key accountabilities, which describe why it truly exists. After completing a questionnaire, the Job Insights Report will uncover the job-related behaviors and values and provide feedback to help understand why they are necessary for superior performance. In addition, it will include interview questions that can be used as a guide in writing job-specific questions for an interview.

### **Second, Talent Insights Will Determine the Candidate's Talent**

People have unique behaviors and values that can be matched to jobs, but seldom are! When a person's behaviors and values are in sync with those required by the job, the result is increased performance and retention. The job applicants who complete the assessments respond to questions that uncover these unique behaviors and values. The result is the Talent Insights Report that indicates where the applicant falls within the scale of common job-related behaviors. When the job's rewards and culture are in line with the person performing the job, the result is performance excellence.

### **Now, Match Talent to the Job!**

The right talent in the right job equals top performance and employee satisfaction, leading to the high retention levels every company wants! After completing the job benchmark with Job Insights Plus and defining talent with Talent Insights, you have 14 factors based on behaviors and values that are crucial to finding the right fit. With this valuable information, you can compare and match the job's required behaviors, rewards and culture to the ideal applicant's natural behaviors and values, then use the interview questions to ensure you are making the best decision for hiring top talent.

### **Continue to Develop Top Talent for Your Organization**

The application of Job Insights Plus and Talent Insights does not stop once the hiring process is complete. Utilize this insightful behavior and values report to continue understanding and developing the new employee. With the addition of coordinating reports such as the TTI Success Insights® Management-Staff and Workplace Motivators®, you can produce further detailed information ideal for coaching, talent development, and performance appraisals.

### **Begin Today!**

Review the competitive advantages that a reliable system for hiring top talent can provide your organization. Begin today and lay the foundation for business success!

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