



## Why HireSense?

Selecting from qualified applicants that have the best possibility for success is challenging. Making sure the applicants have the requisite skills, education and experience is the first step. The second step entails determining if they fit the job and environment. That's where HireSense steps in.

<b><i>What HireSense does</i></b>	<b><i>What it looks like</i></b>
Speeds up the process	By comparing applicants to predetermined behavioral benchmarks and other personality targets, only the closely-matched applicants are prioritized for the next step.
Lowers cost	Interviewing is expensive. HireSense prioritizes the applicants best suited to the job. Instead of interviewing all qualified applicants your focus is on those that have the best chance for success .
Removes bias	Bias is prevalent in all of us. With training, it can be minimized, but who does that? Not interviewing as the first step but instead evaluating the data produced by HireSense minimizes bias.
Minimal use of graphical data	Comparing an applicant to a standard results in a bar graph of some sort. HireSense employs this and augments it with a calculated percentage match to desired characteristics. It augments that with concise descriptions of the three styles, behavior, motivation, and judgment, giving the evaluator an insightful picture of the applicant and their strengths and limitations.
The Interview step	This is where significant savings occur. Instead of relying on multiple interviews by various people, increasing the potential of bias, the interview is restricted to those with the requisite skill. HireSense provides targeted interview questions around relevant data.
Results interpretation	With HireSense, training is available to get the most out of developing the position benchmarks and comparison alerts. Plus, the understanding of the data and how to interpret it. There is also the option for using a professionally trained practitioner to manage the process.
Bottom Line	HireSense promises a faster selection process, lower cost, and better results.