



The *right* people in the *right* jobs

How can TalentSorter™ help employers
get it more right, more often?

Work Mis-Placement

Managers and jobseekers are both increasingly dissatisfied with today's hiring practices, lacking confidence that it yields reliable outcomes. For example, after three months of employment, statistics show that only 1 in 5 hires are rated as a 'great decision' by the employee and the hiring manager¹ – an astounding 80% failure rate! But, while it's easy to say a 'hot economy' is to blame for high turnover rates, the real problems are much more inconvenient than that.

The root of the problem can be traced back to our reliance on the resume. Filtering applicants simply on the basis of education, skills and experience may have made sense in the Industrial Age, but today we know that 89% of the time when a new hire fails, it has nothing to do with what's in the resume; the failure is directly attributable to compatibility problems with some aspect of the job – the person was a poor fit for the role, a mismatch with the manager and/or didn't jive with the company culture.² Thus, they were given the job based on some keywords in their resume and a convincing enough interview, yet terminated because they weren't the right *person* for the job.

There is a Better Way

The TalentSorter™ platform brings depth and breadth to the task of more accurately matching people with opportunity, shedding new light on what makes jobseekers and employers more compatible and more likely to succeed.

For employers, TalentSorter™ provides an opportunity to find candidates that have all the right attributes (natural traits, attitudes and standards, plus the requisite skills & knowledge) needed to fit the role - improving post-hire training outcomes, reducing turnover, and boosting long-term bottom line.

Integration for Employers

Serving a vast range of companies large and small, TalentSorter™ uses cutting-edge AI on a secure cloud-based system that seamlessly complements your existing programs and/or ATS.

- Applicants will appear in your dashboard with a **FitScore™** beside their name to show how well they match the job.
- Detailed pre-screening reports and interview guides are generated for each candidate – offering guidance that focuses on how well a candidate may fit the role and fit with the company.

Using TalentSorter™ as an Employer

- Easily register and build a company profile using our fully-functional ATS.
- Post an unlimited number of jobs, both open positions and passive.
- Receive an 'Ideal Candidate Report' for every position you post.
- Post openings on leading job boards.
- All candidates are screened and filtered for behaviour, knowledge, skills and interests to match the job.
- Access reports including 'JobFit Report' and Interview Guides.