



A Platform to Improve the Predictability of Important Hiring Decisions



Most Organizations today are competing to attract Top Leadership Talent and High-Potential Employees for every staffing position, from the front line to the executive offices. Successful Organizations utilize a standard hiring practice that typically includes examining an individual's educational background, job skills, work experience, professional references, as well as drug and background checks.

- ✓ These same Organizations also realize that they need a validated process that looks closely at a job applicant's unique Character Competencies, Behavior Traits, and their Attitudes, Beliefs, and Commitments.
- ✓ Combined, these attributes make-up an individual's overall **Personal Leadership Effectiveness™** and should be assessed in high-potential job candidates before making a final hiring decision.



Organizational Leaders are becoming more aware of the importance of gaining valuable insights into a Job Applicant's **Personal Leadership Effectiveness**, which has a direct correlation to their potential performance, productivity, and team effectiveness in the job position for which they are being considered.

IMPORTANT TO REMEMBER...

**Personal
Leadership
Effectiveness™**

PLE Definition:

The skill of leading and governing yourself to reach your full potential.

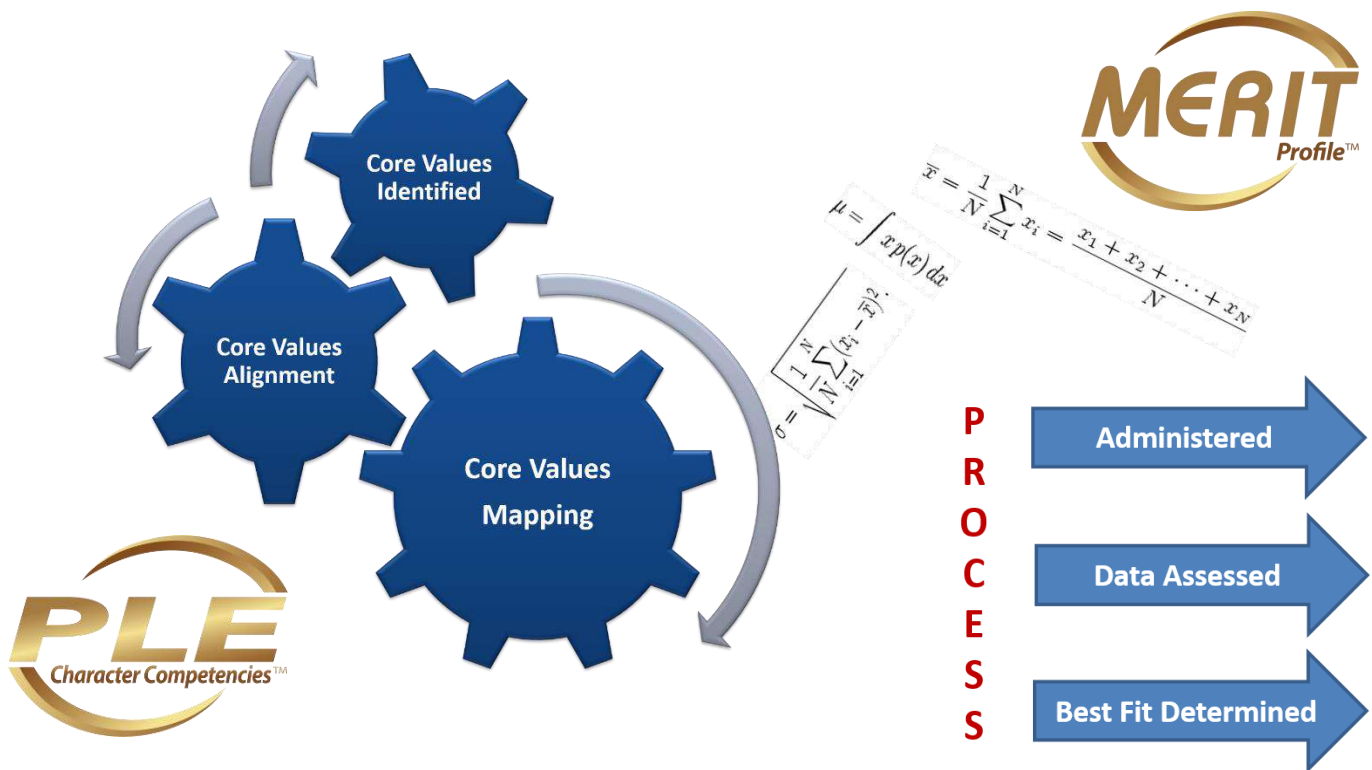
Every Hiring Decision should be viewed through the Lens of Risk Management.

The MERIT Hiring Advantage Platform provides Organizations with a Proprietary Process and Methodology to Improve the Predictability of Important Hiring Decisions.

IMPORTANT STEPS:

Step One: Determine if a Job Applicant “aligns” with the Core Values of the Organization.

- ✓ In this step valuable hiring data is generated utilizing the Core Values of the Organization. This is accomplished by aligning the Core Values of the Organization to the **PLE** Character Competencies that are assessed by the **MERIT Profile**. The conclusive results will be assembled into a Core Values Alignment Report containing the critical data and some additional insights that will maximize the Organization’s Talent Acquisition and Cultural Objectives.



PLE is the Foundational MISSING Puzzle Piece in Hiring the Right Person for any Job Position!

Final Hiring Decisions Should Include an Objective Assessment of a Job Applicant’s Unique:

Character Competencies, Behavior Traits, Attitudes, Beliefs, and Commitments.

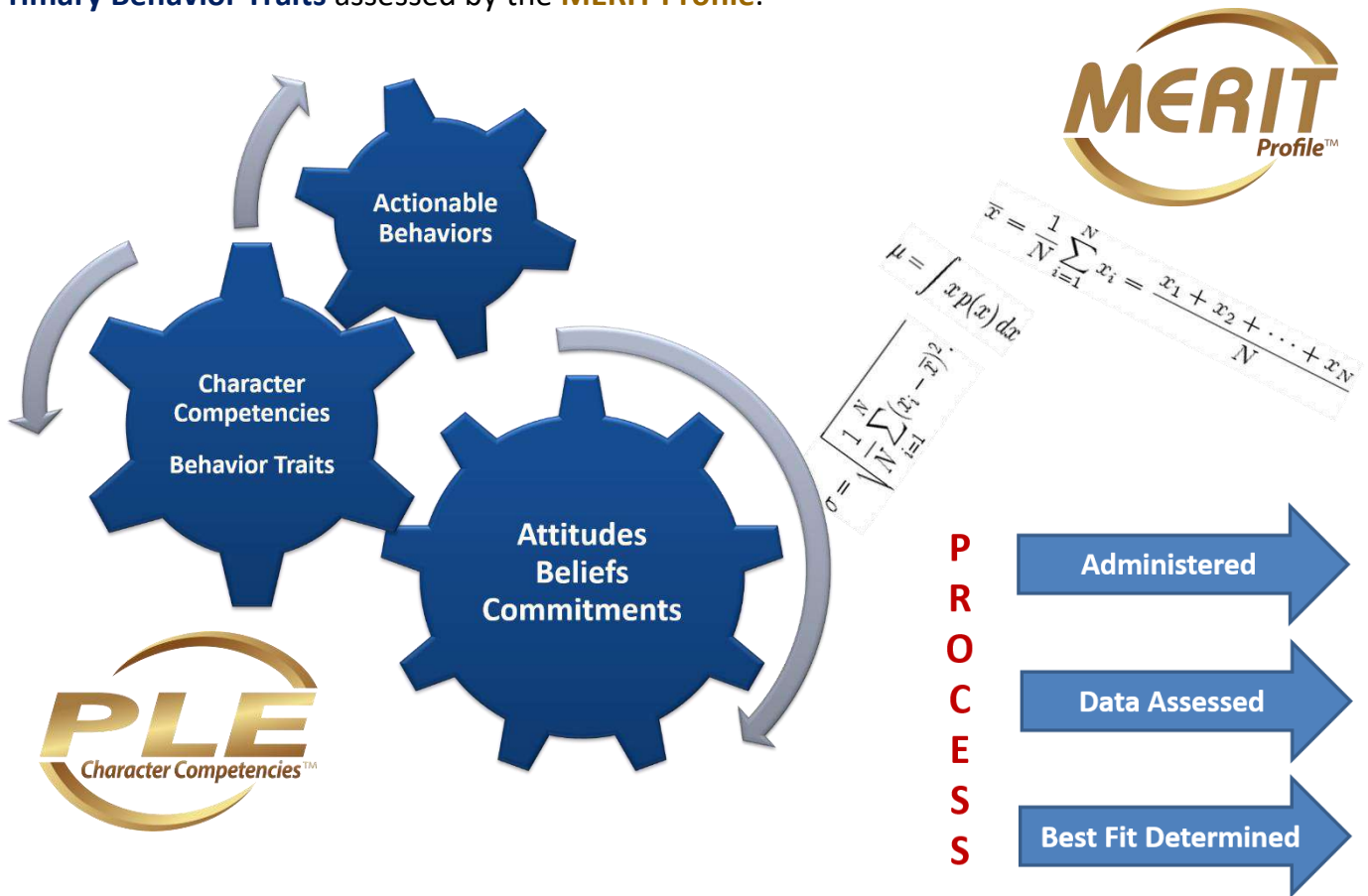




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Step Two: "Map" the Actionable Behaviors for a Specific Job Position.

- ✓ In this step a designated job description for which the Organization is actively hiring will be in focus. That detailed job description will be sent through a proprietary analytical process in which the job description will first be dissected into specific Actionable Behaviors. Those Actionable Behaviors are then "mapped" to the **10 PLE Character Competencies and Four Primary Behavior Traits** assessed by the **MERIT Profile**.



Improved Interview Process by Analyzing Specific Data and Asking Important Questions

- ✓ This IMPORTANT and foundational process helps each Hiring Interviewer to better understand a Job Applicant's unique Character Competencies, Behavior Traits, and their Attitudes, Beliefs, and Commitments **in advance of making a final Hiring Decision**.



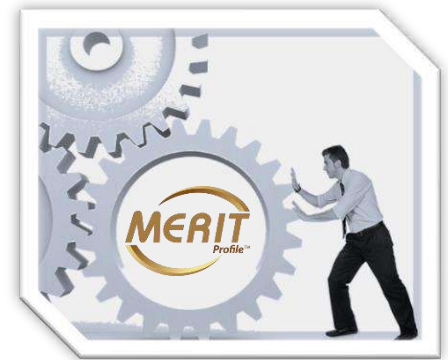
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Step Three: Select the Top Performers in a designated Job Position to be “benchmarked.”

- ✓ This cost-effective approach to benchmarking a specific job position allows the Hiring Manager to have quantifiable data by which they can compare the **MERIT Profile Assessment** results of a job candidate to the aggregate **MERIT Profile Assessment** results of a designated group of high-performing employees in the same job position.

Process Flow:

1. First, select two to five high-performing employees to take the **MERIT Profile** from the specific job position being benchmarked.
2. Second, the aggregate score of the high-performing group of employees will be utilized to calculate which five to six Character Competencies and two Behavior Traits will be selected to establish the **Job Position Benchmark Scores**.
3. Third, the **Job Position Benchmark Scores** will become the standard for comparison when utilizing the **MERIT Profile Assessment** with high-potential job candidates.



- ✓ This valuable information will give the Organization the greatest degree of success when hiring for a specific Job Position. Please review the link below for additional insights:

[MERIT Hiring Advantage Platform](#)



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RECOMMENDATION:

If you would like to learn about our pricing and engagement model, please contact me to schedule a GoToMeeting Conference Call at your earliest convenience.

Maximizing Employee Resources...Implementing Transformation!