



PI JOB ASSESSMENT

WHY IT WORKS

ARE YOU HIRING SMART?

The ideal starting point for hiring successfully is agreement on what it takes to be successful in the job. By applying the job targeting tool PI Job Assessment (PI JA) stakeholders can define the work-related motivational drives and the cognitive capacity necessary to succeed in a given position.



Balance Expectations

Stakeholders often have different views on what is required in a given job, and the differences and similarities become very clear when individual job assessments are completed. From the different inputs recruiters can facilitate a dialogue with the stakeholders to balance expectations and reach consensus on what the job requires.

Upon consensus the process towards attracting and selecting candidates with matching PI Behavioral Assessment™ patterns and PI Cognitive Assessment™ scores begins.

Completion time: 10-15 minutes
Completed by: Job Stakeholders
Languages available: 20+

OBJECTIVES

- ❖ Define job requirements
- ❖ Attract motivated candidates
- ❖ Select and hire the right candidates
- ❖ Increase employee engagement

Reduce Bad Hires & Increase Employee Engagement

Bad hires and disengaged employees are very costly for a company and PI JA is designed to capture the behavioural and cognitive requirements to increase the likelihood of identifying the right candidate matching a particular job. Ultimately, this reduces the risk of bad hires and leads to higher engagement rates.



www.humanostics.com
+45 5389 0535
info@humanostics.com



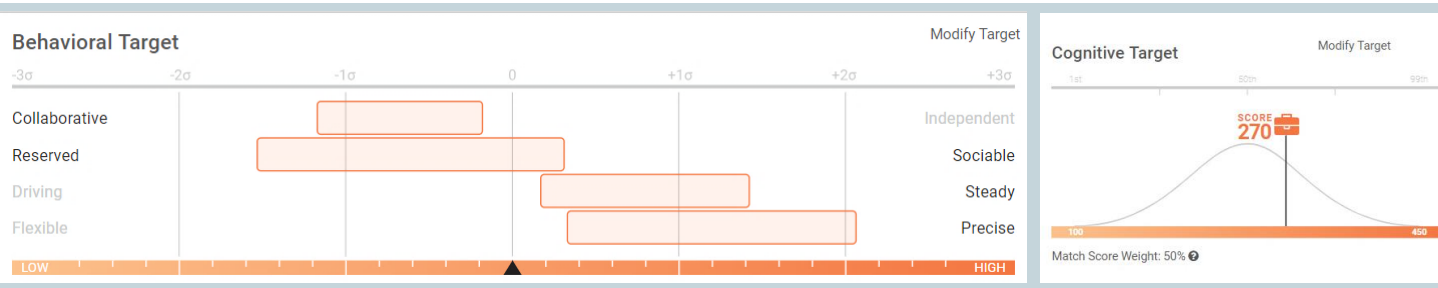


PI JOB ASSESSMENT

HOW IT WORKS

SET JOB TARGET

The online questionnaire allows stakeholders to determine critical aspects of the job. A discussion is facilitated to gain consensus and set the job target.



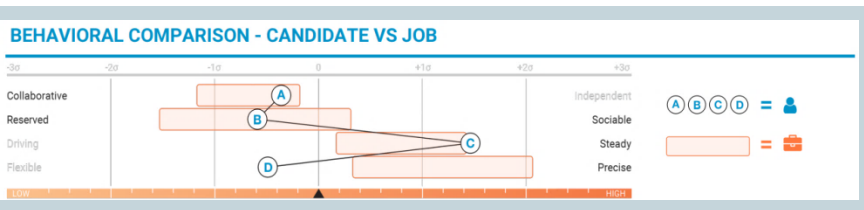
REVIEW CANDIDATES

The software compares the candidates' profiles (PI BA) and cognitive scores (PI CA) to the job target and rank them according to match.

<input type="checkbox"/>	Name	Email	Type	Favorite	Overall	Behavioral	Match	Ref Profile	Cognitive	Match
<input type="checkbox"/>	Larsen, Joanna	...	Employee	<input checked="" type="checkbox"/>	9.5		9	Scholar		10
<input type="checkbox"/>	Carlsen, Simon	...	Candidate	<input type="checkbox"/>	6		2	Maverick		10
<input type="checkbox"/>	Andersen, Morten	...	Candidate	<input type="checkbox"/>	6		10	Craftsman		2
<input type="checkbox"/>	Pedersen, Jesper	...	Candidate	<input type="checkbox"/>	5.5		9	Collaborator		2

INTERVIEW CANDIDATES

Interview guides help the interviewer structure the interviews and ask the right questions, to ultimately make the right people decision.



www.humanostics.com
+45 5389 0535
info@humanostics.com

