



**3 birds 1 stone**  
faster, better, lower cost



Accelerate your hiring process  
Hire excellent candidates who are up and running quickly  
Lower your cost per hire

Hire large numbers of best-in-class employees who are immediately up-and-running!

Hiring Factors	Innovative Social Intelligence Hiring	Traditional Hiring
<b>Hiring focus</b>	Team players Candidate in context Whole person Culture creators Present and future aptitude	Individuals Candidate out of context Job description fit Current culture alignment Past and present skills
<b>Hiring based on</b>	Self-mastery skills Interpersonal effectiveness Influencing ability Reasoning skills Engagement Passion Resilience Initiative Innovation Applied technical knowledge	Technical skills Interviewing skills
<b>Hiring methodology</b>	Real-time observation Multiple raters (15+) Competence in action	Interviewing Single raters Self-reported competence
<b>Risk of wrong hires</b>	Low	Moderate to high
<b>Hiring time</b>	1 day event <i>3-4 months from sourcing to hiring</i>	Multiple interviews; multiple months <i>7-8 months from sourcing to hiring</i>
<b>Decision maker</b>	Hiring manager with abundant real-time input from multiple assessors and perspectives	Hiring manager with or without lag-time input from a few others
<b>Candidate experience</b>	Transparent Exciting Builds networks and skills Receive quick and precise feedback	Opaque Tedious Isolating Wait for extended time with minimal or no feedback
<b>Hiring personnel experience</b>	Engaging Educates re effective team behavior, self mastery, and influencing skills Enhances organizational team work	Monotonous No secondary learning No organizational side-benefits
<b>Useful for</b>	Start-ups Multiple hires needed in either one area or a variety of functions	One-off hires