



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
Hiring focus	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
Hiring based on	Self-mastery skills Interpersonal effectiveness Influencing ability Reasoning skills Engagement Passion Resilience Initiative Innovation Applied technical knowledge	Technical skills Interviewing skills
Hiring methodology	Real-time observation Multiple raters (15+) Competence in action	Interviewing Single raters Self-reported competence
Risk of wrong hires	Low	Moderate to high
Hiring time	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>
Decision maker	Hiring manager with abundant real-time input from multiple assessors and perspectives	Hiring manager with or without lag-time input from a few others
Candidate experience	Transparent Exciting Builds networks and skills Receive quick and precise feedback	Opaque Tedious Isolating Wait for extended time with minimal or no feedback
Hiring personnel experience	Engaging Educates re effective team behavior, self mastery, and influencing skills Enhances organizational team work	Monotonous No secondary learning No organizational side-benefits
Useful for	Start-ups Multiple hires needed in either one area or a variety of functions	One-off hires