

Hire the best person for the job every time with the advanced survey solution that will change the way you think about references.

Introducing Automated Reference Assessment

SkillSurvey takes the risk and uncertainty out of hiring decisions by providing accurate, honest and relevant information about job candidates, gathered from the ultimate source: people who have worked closely with the candidates in the past.

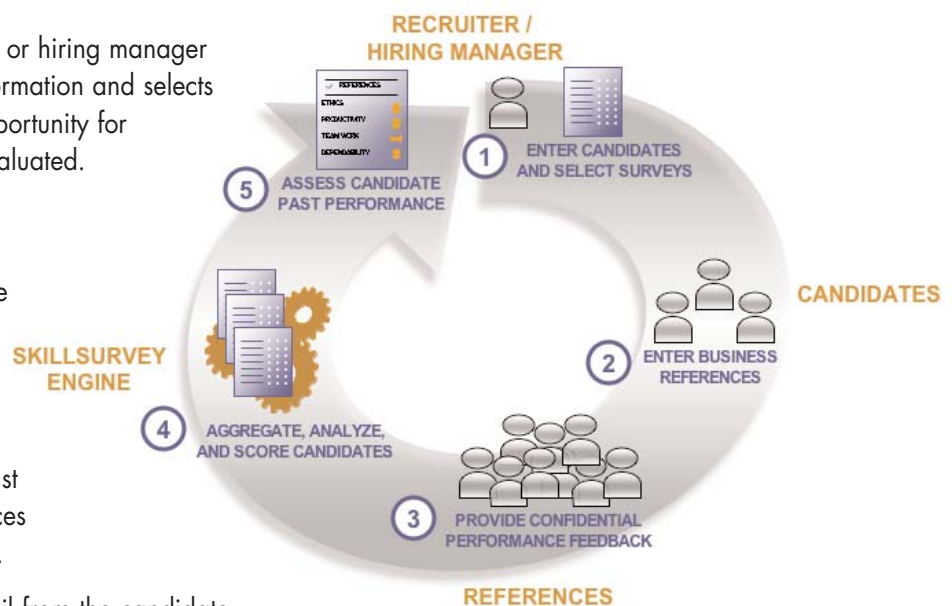
SkillSurvey's confidential, web-based process makes it easy for a candidate's former managers, colleagues and clients to respond quickly and truthfully to skills-based questions about the candidate's performance and behaviors. Then it analyzes the data and delivers complete reports that make it easy for you to make the right hiring decisions.

"Our recruiters rave about SkillSurvey. It helps them be more productive, and it provides information that impacts the hiring decision."

Director of Staffing
Leading online recruitment resource

How It Works

- 1 In less than a minute, a recruiter or hiring manager enters a candidate's contact information and selects a SkillSurvey that fits the job opportunity for which the candidate is being evaluated.
- 2 The candidate receives an e-mail with instructions and a link to a secure web page where he or she enters up to five or more business references, two of which must be supervisor level. The hiring manager or recruiter receives the reference list and can intervene if the references are incomplete or inappropriate.
- 3 Each reference receives an e-mail from the candidate requesting that he or she complete a confidential web-based survey regarding the candidate's skills and behaviors. More than 72% of these references click the link to the survey and provide complete, candid responses in 24 to 48 hours.
- 4 The SkillSurvey engine aggregates, analyzes and delivers the results in a comprehensive report that identifies each candidate's risk factors, behavior profile, and proficiency levels in job-critical competencies.
- 5 The report is used to flag key areas to explore in a subsequent interview, to eliminate high risk or unqualified candidates, or to identify high potential candidates for immediate hire.



Why SkillSurvey?

Accurate information increases quality of hire

- Multiple reference providers answer a complete set of detailed questions
- Confidentiality secures honest responses
- The scientifically developed surveys ask the right competency-based questions
- Profiles deliver serious, cautionary data regarding 5 to 10% of candidates

Fast, efficient, effective reference assessments reduce cost and increase productivity

- Recruiters and reference providers eliminate hours wasted on the phone
- Everything can be done 24/7; turnaround is 24 to 48 hours
- Reports are comprehensive and consistent, regardless of recruiter or business unit

	SkillSurvey	Phone reference
Average turnaround	1 to 2 days	5 to 10 days
Total management time	5 minutes	3 hours
% of references responding	72%	30% to 40%
Competencies evaluated	12 to 25	4 to 6
24/7 availability	Yes	No
Opportunity for fraud	Low	High
Candid, confidential responses	Yes	No
Consistent process	Yes	?
Full documentation of due diligence	Yes	?
Targeted, competency-based questions	Yes	?

"Reference checks used to take a lot of time and were not productive. The SkillSurvey service gets me the information I need and enables me to accomplish more every day."

Vice President, Recruiting
Fortune 100 financial services company

"I am convinced that we get better information through SkillSurvey than through phone references."

Staffing Director
Fortune 100 pharmaceutical firm

Who We Are

Our founders are internationally recognized experts in the fields of competency modeling, 360° feedback and talent management. Based on their experience working with world-class Fortune 500 companies over three decades, they created, with the help of a team of industrial/organizational psychologists, statisticians and experts in employment law, the online survey process, sophisticated assessment methodologies, and extensive competency database that became SkillSurvey.

Results

SkillSurvey is delivering measurable improvements in the effectiveness and efficiency of the hiring processes at companies like Citigroup, AXA Financial, Quest Diagnostics, Honeywell and monster.com. Join other Fortune 1000 companies in the financial services, staffing, engineering, pharmaceutical, aerospace, utility and other industries that are using SkillSurvey to drive superior performance by:

- Consistently hiring highly-qualified, high-performing employees
- Eliminating candidates whose skills and/or behaviors make them employment risks
- Shortening the hiring cycle and increasing the productivity of hiring resources

SkillSurvey is a web-based system with no software to install or maintain. Try SkillSurvey for 30 days to assess the immediate, measurable benefits to your hiring process. To learn more about this revolutionary approach to reference assessments, visit www.skillsurvey.com.