

# MAKE THE BEST HIRE

## HAVE YOU EVER MADE A BAD HIRE?

It's painful, expensive and confusing. Of course you looked hard at their skills and experience, but there's more to consider... something below the surface. It's their energy, motivations and personality. That personality is what shows up to work every day. That begs the question:

**How do you measure personality to determine fit?**

Life Engineering personality profiles let you look deep into the qualification of candidates by understanding who they are and what motivates them. You can even compare them to a top performer profile to hire those with the highest probability of success and the best personality fit.

**Best of all, candidate profiles are completely free.**

### INTRODUCING CANDIDATE FIT

PERSONALITY ASSESSMENTS FOR  
CANDIDATES AND TOP PERFORMERS.

#### STEP 1 UNLIMITED CANDIDATE PROFILES

Every candidate takes a simple personality profile, so you can look see who they are, what they care about, and what things they're likely to succeed at.

Candidate profiles are free, so you can approach every hire with all the information you need to make the best hiring decision possible.

#### STEP 3 CANDIDATE COMPARISON

Candidate profiles are then compared to your Top Performer Profile, creating a rich, online report will show you how and where they match up, where they're different, and what that means!

**80%** OF THE FORTUNE 500  
USE PERSONALITY ASSESSMENTS TO  
MAKE THE RIGHT HIRE.

#### STEP 2 TOP PERFORMER PROFILE

Give that personality profile to your top performers for detailed insight into that will help you know how to keep them satisfied and engaged.

These are merged into a "Top Performer Profile" report, showing you exactly what type of people tend to perform well in that particular role.

#### STEP 4 BEST-FIT HIRE

Use the free candidate profiles for every hire. For key positions you can go all the way with a top-performer comparison. Either way, you'll now have the insights you need to make the best hiring decision possible — for every hire you make.

It's free, so get started today:  
[LifeEngineering.com/orgs](https://LifeEngineering.com/orgs)



LIFE ENGINEERING

Your candidates take a simple online personality assessment based on over 25 years of scientific research into motivation, performance, and personality.

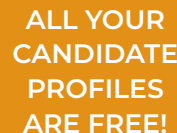
This gives you the ability to look far deeper than just skills and experience. It tells you who they are and the type of work they're likely to succeed at, as well as where they might struggle. You'll see things like:

- What motivates them
- Core behavioral attributes
- Top categories of competence
- Level of self-motivation
- Level of grit and resilience
- Preference for autonomy, or working with others
- Level of confidence & self-efficacy

You'll be able to see things like their propensity for:

- Working remotely
- Working independently
- Working in a supervisory position
- Working in a highly collaborative position
- Succeeding without supervision
- Leadership positions
- So much more

And because all candidate profiles are free, there's no reason to not make it a core part of your normal hiring process, so you always have the information you need to make the best decision possible.



All candidates receive a free, 1-month, all-access membership to Life Engineering. This is a great way to build employer brand and show candidate appreciation for those who take the time to apply.

All of this data you get for candidates, you can also get for each of your employees.

Leaders get visibility into who they are so they can align them to do the work they're happiest with and most likely to succeed at. They'll know what they care about so they can optimize their employee experience to increase engagement, satisfaction and retention.

It's free, so get started today:  
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LIFE ENGINEERING

## COMPOSITE REPORTS

Once you have some internal profiles, you can use our “Reports” feature to create composite, roll-up reports for different groups of employees in the organization.

You can create a composite report for a team, showing you what the shared profile is for that particular group. This is a great way to know how to optimize their experience, or pick rewards, recognitions, or benefits that will have the greatest impact on them.

You can create a composite report for your Top Performers, allowing you to quickly identify what it is that each of these employees have in common. With this understanding you can tailor your recruiting programs to find similar people. You can tailor your efforts in learning and development to help the rest of the team learn the skills that set these performers apart.

Between individual employee profiles and composite reports, you'll have more insight and understanding into your workforce than ever before, allowing you to make better decisions, and keep them engaged and productive.

## ADVANCED PROFILE COMPARISON REPORTS

One of the reports you can run is a comparison report. It allows you to take a candidate profile and compare it to any other profile. You could compare it to an individual employee, or you could compare it to a composite report, like your Top Performer Profile report. Our sophisticated algorithms then compare and analyze those two profiles, producing a rich and robust online comparison report.

You'll see where they're similar, where they're different, and what that means. You'll be able to make the very best hiring decisions based on all the factors that go into whether or not a hire will be successful, happy, engaged, and match the culture of the team and the organization.

In short, you get to hire a candidate that has the highest likelihood of success.

## FIND THE RIGHT TALENT

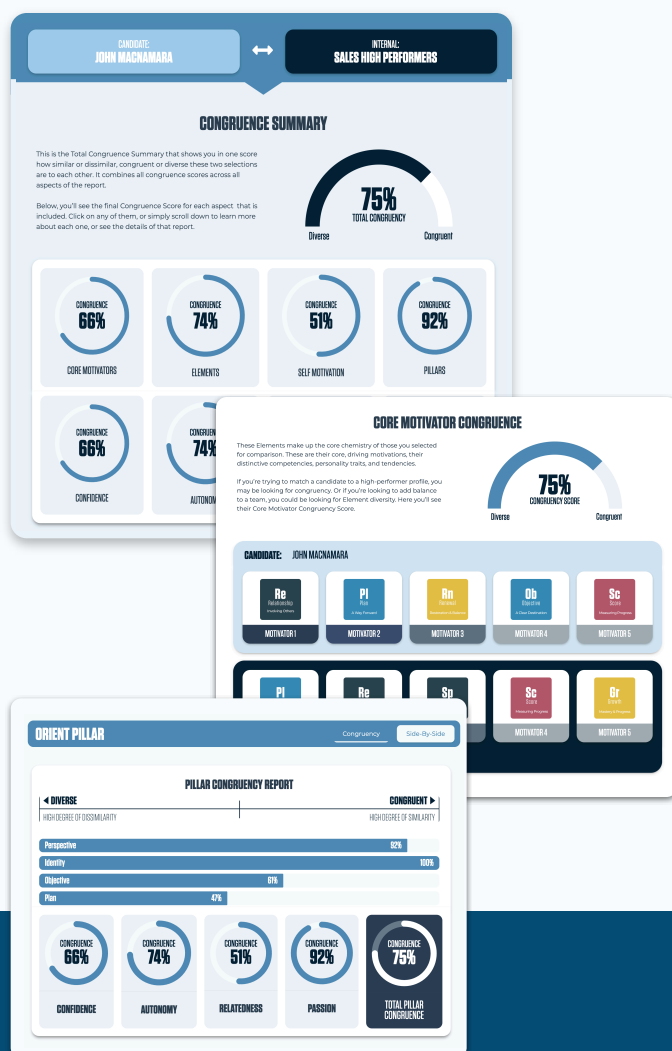
Hiring the right person can be a real challenge. What we tend to do is hire the resume (looking almost exclusively at skills and experience), but it's the person who shows up to work, not the resume. And sometimes that person is the wrong person, even if they had the right resume.

Hiring the wrong person can be incredibly expensive. There's the cost of replacing them, there's the opportunity cost of what they could have done, there can be a cost to customer satisfaction, and there's a cultural cost as well, especially if they become toxic.

**39%** LOWER TURNOVER IN COMPANIES THAT USE PRE-HIRE PERSONALITY ASSESSMENTS

Aberdeen Research Group

**24%** ORGANIZATIONS USING PRE-HIRE ASSESSMENTS ARE 24% MORE LIKELY TO HAVE EMPLOYEES WHO EXCEEDED PERFORMANCE GOALS



Hiring based on skills and experience is just not enough.

But now there's a new way to approach hiring, especially for key hires, like for leadership positions, or when filling crucial roles. Now there's a way to look deeper into the person... the person who will show up every day, the person who will represent your brand, serve your customers, and influence your culture.

With Life Engineering Candidate Fit, you can finally hire the person who has the highest probability of success!



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Get started now by creating your own free account. Just visit [LifeEngineering.com/orgs](https://LifeEngineering.com/orgs)