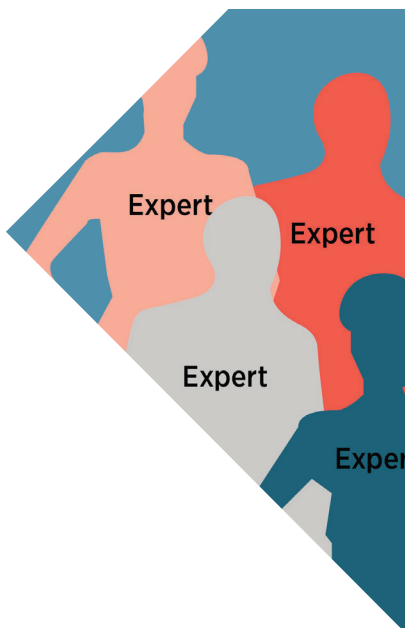


# Innovate Talent Management with **JOB BENCHMARKING**

*By investing in Job Benchmarking, you'll secure the talent necessary for success while eliminating common biases often associated with the hiring process.*



- Why does the job exist?
- Eliminate tasks and activities!
- Rank each KA in order of importance: Importance  $\neq$  time
- Start with 80%, assign a % of time for each KA - leave the extra 20% to account for interruption unplanned activities

TTI's patented Job Benchmarking process is a **unique and effective solution** because it **benchmarks a specific job, not the person** in the job. To do this, we let the job talk through an **interactive process and job assessment**.

When Job Benchmarking is implemented properly, it will have a **direct effect on your business' bottom line**. You'll not only attract the **best candidates**, but you'll **save time and money** by hiring the right people the first time and **reducing the learning curve** with new employees who are **strategically matched to fit** your company.

Begin today with a review of how TTI's **Job Benchmarking Process** can contribute to your talent management — and **lay a foundation for success!**

# Job Benchmarking Process

Job Benchmarking can be broken into **four key phases**. Each phase is **contingent on the one prior**, and the entire benchmarking process **can be duplicated across all positions** within the company.

## **Setup:** *Identify the Job and “Subject Matter Experts”*

It is important to understand **why the job exists, how success in the job is measured, the history of the position and how it fits the company strategy**. The Subject Matter Experts (SMEs) are people within the organization that have a direct connection to the job. Their expertise will help you **create the job benchmark**.

## **Key Accountabilities:** *Define, Prioritize and Weigh Key Accountabilities*

Through discussion, the SMEs will define a **comprehensive yet succinct group of 3-5 key accountabilities for the position**. These will be ranked by importance and time requirement.

## **Assessment:** *Respond to the Job Assessment and Review the Multiple Respondent Report*

The SMEs will respond to the Job Assessment keeping the Key Accountabilities in mind. Based on a unique analysis, the **Multiple Respondent Report combines the input of all SMEs to create a benchmark for the job**.

## **Results:** *Compare Talent to the Job Benchmark using a Gap Report.*

A talent assessment on the same scale as the job will **identify the characteristics an individual will bring to the job**, allowing you to **easily determine the best job fit and identify coaching opportunities**. Within the framework of a company’s overall selection process, **effective hiring decisions can be made and productivity can begin immediately**.

# Job Benchmarking Tools

offers many benchmarking tools to **ensure the best job fit**. We recommend the following suites for superior Job Benchmarking:

## TTI Talent Insights

Talent Insights blends behaviors and motivators in a **validated, bias-free and fully integrated** assessment that **meets EEOC and OFCCP requirements**. When used with TTI’s patented Job Benchmarking system, Talent Insights will help you understand how to **enhance performance and increase overall job satisfaction**.

## TTI TriMetrix® DNA

TriMetrix DNA combines behaviors, motivators and competencies together in a **validated, bias-free and fully integrated** assessment that **meets EEOC and OFCCP requirements**. When used with TTI’s patented Job Benchmarking system, TriMetrix DNA will **identify, prioritize and calibrate performance criteria**, allowing for **exceptional job fit**.

## TTI TriMetrix® HD

TriMetrix HD brings the four sciences of behaviors, motivators, competencies and acumen together in a **validated, bias-free and fully integrated** assessment that **meets EEOC and OFCCP requirements**. When used with TTI’s patented Job Benchmarking system, TriMetrix HD offers a **complete picture of a position**, allowing you to compare talent to the unique requirements of any job.