

Job Benchmarking

Description of Services

- 1. Executive Strategy**
Consulting session for optimizing hiring process and staff development plan.
- 2. Program Setup**
Create account on internet testing and administrative site (hosts assessments and reports).
- 3. Position Planning Form**
Assembles all information relevant to the position to support the hiring process and EEOC Compliance.
- 4. Job Description**
Review/optimize a job description and job advertisement designed to attract best-fit candidates.
- 5. Key Accountabilities**
Guided discovery session to identify job-related accountabilities and analyze the type/profile most likely to succeed in the position.
- 6. Job Report**
An objective benchmark used to compare candidates for person-job fit.
- 7. Assess Candidates**
Using the appropriate instrument for the job level (staff, management, leadership).
- 8. Gap Reports**
Deliver person-job fit analysis of applicant results based on the Benchmark.
- 9. Interview Scoring Document**
Keyed to the Benchmark & includes interview questions based on candidate profiles.
- 10. Coaching Report**
A full coaching report will be delivered for the selected candidate to inform training and development efforts around the employee's most relevant job-related needs.
- 11. Support**
Consulting calls as needed to explain candidate reports + 90 days of unlimited email and text support.

Job Benchmarking Tools

Select the assessment tool that best fits the demands of the job.
Higher level jobs (managers of managers) require higher level skills.

TTI Talent Insights

Supporting TTI's patented Job Benchmarking system, Talent Insights will help you understand how to enhance performance & increase overall job satisfaction.

- 12 Behaviors
- 12 Driving Forces

TTI TriMetrix® DNA

Supporting TTI's patented Job Benchmarking system, TriMetrix® DNA will identify, prioritize and calibrate performance criteria, allowing for exceptional job fit for staff and supervisor positions.

- 12 Behaviors
- 12 Driving Forces
- 25 Competencies

TTI TriMetrix® HD

Supporting TTI's patented Job Benchmarking system, TriMetrix® HD offers a complete picture of a management or leadership position, allowing you to compare talent to the unique requirements of any job.

- 12 Behaviors
- 12 Driving Forces
- 25 Competencies
- Business Acumen



All TTI Job Benchmark tools blend multiple job-related sciences in a validated, bias-free and fully integrated assessment that meets EEOC and OFCCP requirements.

After investing in the Job Benchmark, you may use it again for future hires in the same position without additional cost beyond assessments for new candidates.