

JUDGMENTcompass Reports

Finding, hiring and retaining talent seems to be the talk of the town these days. Lots of focus is being given to finding those special people that have the talent needed to drive organizations to the highest levels. With the fairly large pool of available candidates, it is a challenge just figuring out how to wade through them to reduce the numbers so your hiring staff can focus on selecting the best of the best. Even though assessments are playing a role in the selection process, it seems the main deciding factor is still the interview. The problem with this is -- **BIAS**.

*"Ability is what you're capable of doing.
Motivation determines what you do.
Attitude determines how well you do it."*

-- Raymond Chandler

It is an irrefutable fact that people have biases and blind spots in their processing and judgment ability. The work in neuroscience has confirmed that there are over 75+ biases in how we process information. Research has also demonstrated that eyewitnesses can be wrong over 75% of the time and that 95% of the time we are merely responding to our environment and not thinking about how we will respond; we just 'do it.'

*"You must master a new way to think,
before you can master a new way to be."*

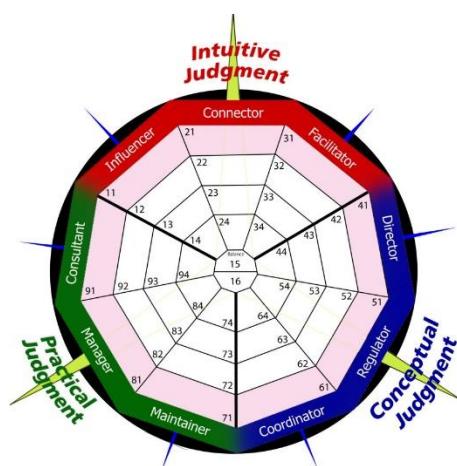
-- Marianne Williamson

In the selection process bias becomes critical in a couple of places. First in screening resumes, as there is too much information and it is often presented in many different ways making it very difficult to get a fair comparison. The second

is in the interviewing process. Even if we just disregard the 'speed dating' effect of too many interviews and too little time, most decision makers are not adequately trained in the fine art of interviewing and regress more towards a conversation cloaked around the concept of an interview and how well we like them. Without a defined interview structure and the determination to stick with it, personal biases will naturally kick in and often the decisions that are made are no better than a flip of a coin.

The third area in the selection process where bias makes a difference is with the applicant themselves and their desire to present themselves in the best light, like a first date. How can we get past this to see the real person, how can we get past their degrees and recommendations to really understand their true potential – the key is JUDGMENT!

It doesn't take research to know that people who have better judgment make better decisions or that they have better social and personal intelligence. Our judgment ability affects everything we do and is fundamental to our decision making, relationships, and personal well-being. The only way to improve judgment is by becoming aware of how good or bad our judgment might be, or where we might have potential biases or blind spots. As we become aware of our judgment we can then make a conscious decision to change it and improve our performance in many areas.



An Objective Solution to the Hiring Dilemma

The assortments of JUDGMENTcompass Reports are designed to reveal potential strengths, limits, and biases in an individual's judgment.

A Time Saving Screen

JUDGMENTcompass Screening Report:

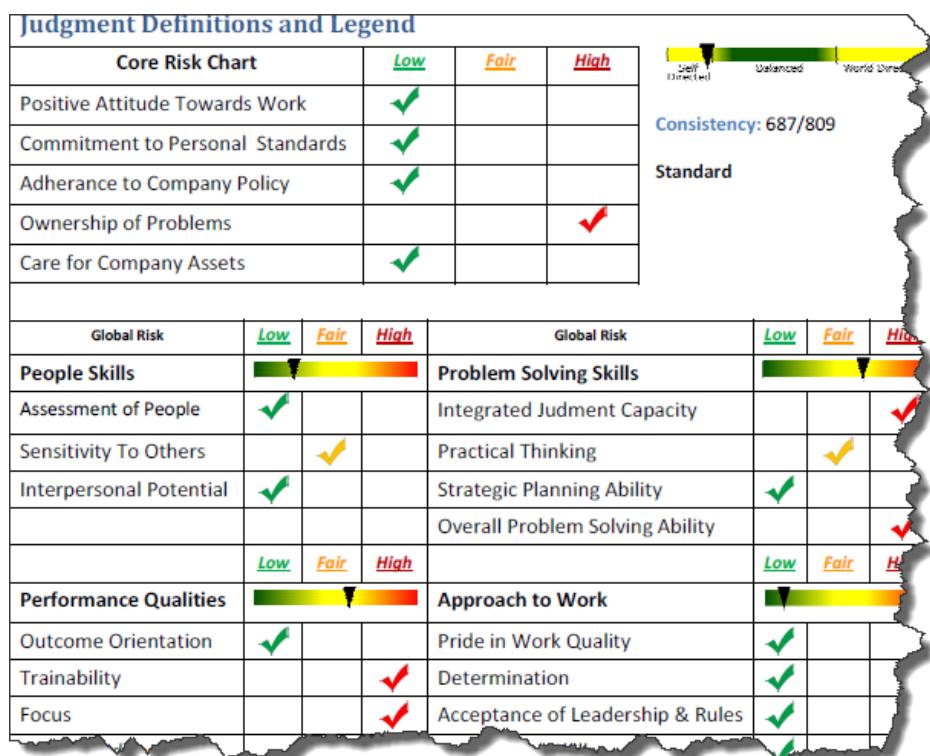
Once a candidate has passed the Technical, Education and Experience minimums for the job the next step is prioritizing the candidates to go further in the selection process. This report has been designed to flip the paradigm of only screening the top talent. While it is important to ensure that all candidates meet your minimum qualifications in education and experience, it is often difficult to sort through the hundreds of resumes to really understand who has the best potential. This report is priced so that a company will want to screen everyone that is qualified for a job, to get a better idea of who has the greatest potential for success. It is an unbiased way to narrow the field. Too often people get jobs because they 'interview well', or they had a great resume, but in reality they often do not have the personal intelligence to do the job well. This assessment will insure that you eliminate the potential bad hires and increase the number of hires with excellent potential.

This report has been designed to flip the paradigm of only screening the top talent. Screening for your minimum qualifications in education and experience, is fairly straight forward and objective. There are even several web based options that can collect the data for you and automate that first pass. What is left is more difficult to screen for the talent you want, the people that fit the position and, most importantly, the people with the judgment capability that will propel your enterprise to its highest level.

The JUDGMENTcompass Screening Report makes that job manageable and at a cost that allows you to screen all qualified candidates to determine which ones deserve a closer look. Why spend a few precious minutes on an interview when for about the same cost or even lower you can get that first look to determine the risk of hiring that person.

It is an unbiased way to narrow the field. Too often people get jobs because they "interview well", or they had a great resume, but in reality they often do not have the personal intelligence to do the job well. This assessment will ensure that you eliminate the potential bad hires and increase the number of hires with excellent potential.

In reading the hot topics in HR magazines and business reviews, it



is amazing to note that over 50% of all staffing manager are not happy with their current process. Work in neuroscience tells us the even trained behavioral interviewers are not able to predict the success of potential hires any more than tossing a coin..... ***So what can be done to help add more objectivity to the hiring process*** and help HR managers to be more efficient with their time and give them a means to identify better talent? Measure their Judgment capacity.

A Bit about Judgment

It is an irrefutable fact that people have biases and blind spots in their processing and judgment ability. The work in neuroscience has demonstrated over 75+ biases to date. The ones most important to mass staffing have to do with information overload and an inability to really sort through what information is most important for staffing a particular position. HR directors without the aid of an objective tool can pick top candidates based on who they read about before lunch, or because someone in the office mentioned that they knew the person. The only way to break away from the biases in our judgment is to use an objective measure for understanding and comparing.

The best way to improve your judgment is to get outside opinions of it and get feedback on how accurate it is. It is from gaining new perspectives of awareness that we are then consciously able to make improvement. The JUDGMENT*compass* report has been built from a science that allows for an unbiased evaluation of your candidates judgment. Unlike most self-report tests, this assessment gains understanding about your candidates judgment ability by making them make judgments. The assessment will give you the risk potential in 20 different capacities, so you have a more realistic idea of the candidates overall strength.

- **How OBSERVANT are the potential candidates?** What is your capacity to naturally pick up on all of information when not directly focusing on it? What selective biases do you have?
- **How OPEN are they to new information?** How receptive are you to information you receive? Do you tend to see more of the good or the bad? Do you tend to be open and positive or more guarded and skeptical?
- **How RESOURCEFUL are your candidates in their ability to set priorities and solve problems.** ? How well can you sort through the information you receive and what you know to set priorities and solve problems?

This screening report is just the first step in your hiring process. Once you have prioritized the candidates you want to focus on our JUDGMENT*compass* Employability report is delivered using the same candidate inputs.

JUDGMENT*compass* Employability Report:

For the now narrowed applicant pool, the Employability Report is selected to provide any HR manager with the needed information to make better decisions on top candidates and to remove their own bias in the staffing process. This report requires no additional action on the part of the applicant as it is created based on the screening report. It will pinpoint the risk of performance in 20 skill and competency areas and provide interviewing questions to help expose the potential issues. The

information becomes excellent for onboarding issues as well, as you will understand how to bring the new hire up to speed faster and set realistic performance goals.

JUDGMENT*compass* Coaching Report:

Once a candidate joins your team the arguably most important component of this series is the Coaching Report that identifies areas of strength, areas for growth, and areas where potential blocks in judgment can lead to performance issues. This provides incredibly important information for the manager, team members, and the L&D departments as they chart a development course to keep a top hire engaged.

View a sample questionnaire

<http://www.assessmentbusinesscenter.com/reports/judgmentquestionnaire.pdf>

View a sample report

<http://www.assessmentbusinesscenter.com/reports/JSSampleReport.pdf>