

# NEW - Job and Talent Matching



This process is designed to help you to deal better with the current labour shortage and lack of employee motivation in many industries. It will help you to create an accurate benchmark which outlines the behaviours and motivation required for key positions. You will then be able to better fit each candidate to the job.

Although low wages certainly contribute to employees leaving, it is not that simple. We will help you to understand some other relevant motivational issues.

What is your cost to hire the wrong person?

The following link might not be accurate but you will get the drift

[https://neely-training.com/wp-content/uploads/2023/03/ttisi\\_cost\\_of\\_a\\_bad\\_hire-1.pdf](https://neely-training.com/wp-content/uploads/2023/03/ttisi_cost_of_a_bad_hire-1.pdf)

We use online assessments to deal with:

> How and Why people do things – Talent Insights (TI) or..

> 25 Key Competencies – Trimetrix DNA, (Includes Talent Insights)

There are 3 Steps to this process:

## Step 1. Benchmark Creation

We use 2-5 Subject Matter Experts (SME's) who each complete a Job Report with a specific job in mind. Their results are then combined to create a benchmark

Samples for Talent Insights and TrimetrixDNA versions

<https://neely-training.com/wp-content/uploads/2023/03/Tallns-Job-Report-Multi-Respondent.pdf>

[https://neely-training.com/wp-content/uploads/2023/03/TriDNA2JobMR\\_m.pdf](https://neely-training.com/wp-content/uploads/2023/03/TriDNA2JobMR_m.pdf)

## Step 2. Assess Each Candidate

Each job candidate completes a talent assessment which helps you to understand what kind of job they are well suited for.

Samples [https://neely-training.com/wp-content/uploads/2023/03/TallnsTal\\_m.pdf](https://neely-training.com/wp-content/uploads/2023/03/TallnsTal_m.pdf)

[https://neely-training.com/wp-content/uploads/2023/03/TriDNA2Tal\\_f.pdf](https://neely-training.com/wp-content/uploads/2023/03/TriDNA2Tal_f.pdf)

## Step 3. Gap Analysis – Is this candidate a good fit?

Candidate's talent reports are compared with the Benchmark

Samples

[https://neely-training.com/wp-content/uploads/2023/03/TallnsGap\\_m.pdf](https://neely-training.com/wp-content/uploads/2023/03/TallnsGap_m.pdf)

[https://neely-training.com/wp-content/uploads/2023/03/TriDNA2Gap\\_m.pdf](https://neely-training.com/wp-content/uploads/2023/03/TriDNA2Gap_m.pdf)

## Who should participate

Anyone looking to hire and motivate employees more effectively.

## About The Facilitator

**Dave Neely** has been a Kingston-based training consultant since 1988. He will share what he has learned about how to maximize your effectiveness in hiring and motivating employees.

## Costs

Call us for details

## For More Info:

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## Client Comments

*“Your process helped us to make data-informed decisions. Accurate benchmarking sped up our hiring process”*

- Mining Company

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