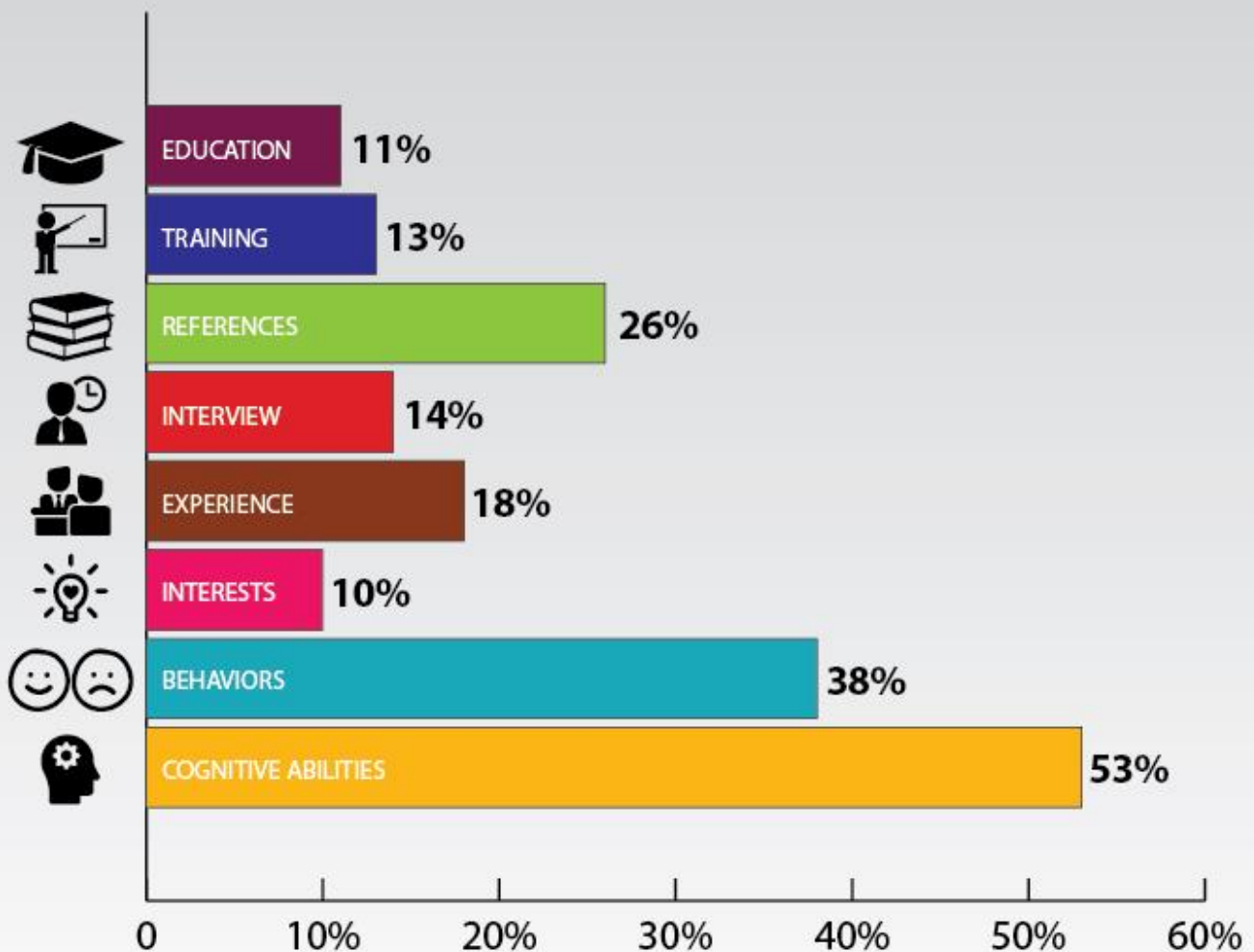


Thirty years of research reveals that the traditional resume / experience / education / interview selection strategy doesn't provide enough information to consistently hire top performing employees.

Behavior (not personality) and cognitive ability are the two factors with the highest correlation to hiring success and they are almost impossible to accurately measure during a traditional interview process.

HOW WELL DOES EACH FACTOR CORRELATE WITH ON THE JOB SUCCESS?



Source: Professor Mike Smith, University of Manchester; John E. Hunter & Rhonda Hunter, "Validity and Utility of Alternative Predictors of Job Performance"; Psychological Bulletin, Vol. 96, No. 1, p. 90; Robert P. Tett, Douglas N. Jackson and Mitchell Rothstein, "Personality Measures as Predictors of Job Performance: A Meta-Analytical Review"; Personnel Psychology, p. 703, Michigan state University's School of Business