

# Recruitment Tools



## ⊕ Recruitment Compasses

First, we're not a traditional recruiting firm; we don't identify different recruiting channels, we don't target recruiting markets, or hold recruiting fairs on our client's behalf. What we do, and do really, really well, is help you identify which candidates you should pursue. We do this by inserting science into the traditional recruiting process; we provide a measure of personality and cognitive fit between the candidate and the specific company or job they are applying to - we help you identify those that have the highest likelihood of not only being there tomorrow, but those who will make measurable impacts that will result in a brighter future.

### Job Fit Index™



Leveraging our proprietary algorithm, we are able to provide a quick, yet highly effective measure of the fit between the candidate and high performers within your company.

By doing so, you are able to focus your attention on those candidates that have the highest likelihood for success on the job.

In addition to the standard job family indexes we offer, TAG is able to provide a measure of job fit to your specific jobs. Contact us to learn how a local validation can generate even more value for your company.

### Job Family Examples:

- ⊕ Leadership
- ⊕ Professional
  - Sales
  - Accounting
  - Engineering
  - IT
- ⊕ Technical
  - Production
  - Maintenance
  - Detailing

### P5 & P5+ Compasses™

**Abstract Reasoning-** the aptitude of the candidate to generate innovative ideas, grasp complexities and perceive relationships among problems or opportunities.

**Openness-** the likelihood that the candidate is able to balance facts with instincts while ensuring the execution of their ideas.

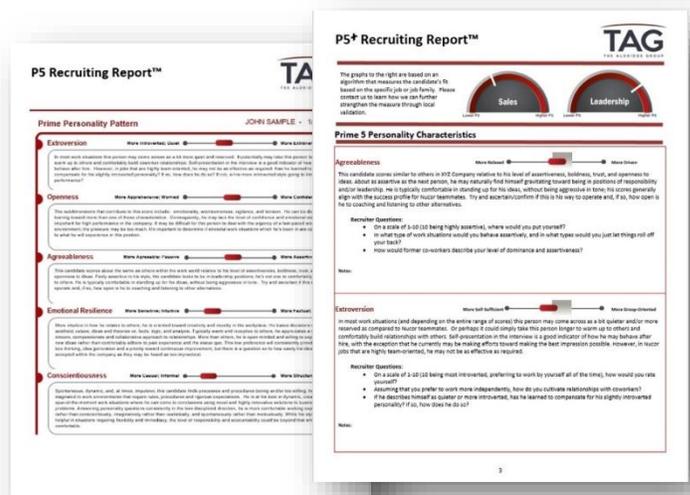
**Conscientiousness-** the likelihood that the candidate develops realistic plans and action steps, and follows through on assignments.

**Extroversion-** a measure of how a candidate will relate to co-workers/teammates.

**Agreeableness-** the degree to which a candidate initiates steps to move forward, addresses difficult issues, and challenges conventional thinking.

**Emotional Resilience-** the degree to which a candidate is likely to manage stress and pressure and their ability to bounce back from disappointment.

The P5+ Recruiting Report includes TAG's Job Fit Index™, job family normative comparisons, and suggested interview questions.



# Recruitment Tools



## College Recruiting Compass™ & JMO Recruiting Compass™

In addition to our standard recruiting tools, we offer our clients two specialized recruiting tools that give them an edge when competing for College students / recent graduates and those transitioning out of the military (Junior Military Officers) and into the workforce. We do this while providing valuable feedback and guidance to the students and military personnel as they consider their next move.

Modeled from our standard recruiting tools, both the College Recruiting Compass and JMO Recruiting Compass provide valuable insight into the cognitive ability and personality style of the candidates you're considering:

**Abstract Reasoning-** the aptitude of the candidate to generate innovative ideas, grasp complexities and perceive relationships among problems or opportunities.

**Openness-** the likelihood that the candidate is oriented toward new experiences/change and creative thought.

**Conscientiousness-** the likelihood that the candidate is controlled in developing realistic plans and action steps, and follows through on assignments.

**Extroversion-** a measure of how likely a candidate is to initiate and maintain relationships with co-workers/teammates.

**Agreeableness-** the degree to which a candidate is responsive and accommodating to situations and others.

**Emotional Resilience-** the degree to which a candidate feels able to effectively manage stress and pressure, and their ability to bounce back from disappointment.

## College-to-Career Compass™

## JMO Career Compass™

Driven from the same data used in the Recruiting Compasses, we provide feedback, career guidance, and career planning tools to those students and transitioning Military personnel who have shown interest in your company. As an employer, you will further strengthen your brand through your commitment and support of the populations you're seeking to attract.

### Important Note:

All of our reports can be customized to meet the specific needs of your company and the needs of the schools or military recruiting partners you work with.

