

WENTWORTH *TalentMetric* RECRUITING

Wentworth *TalentMetric* Candidate Profiles

Compared to narratives only, *TalentMetric* quantified candidate profiles improve the quality of your hiring decisions.

With enough data, we can determine what predicts top performance. We can then continuously improve your hiring criteria so you hire better and better employees who stay, reducing your turnover.

Requirements	Recruiter Rating	Company Goal	Recruiter Rating of Candidate minus Company Goal
Demonstrated success in improving business processes.	3	3	
	He has started with no IT infrastructure and has also taken what existed and made significant improvements.		
Finds gratification in accomplishment of task, not any personal "win"	4	3	
	He says the accomplishment of the task is what it's all about. Building value within the department through his people to bring value to the company. Everybody wins by building value. He has trained many IT Directors of other organizations.		
Expert in retail store operations business processes.	4	3	
	He considers himself an expert in retail store operations business processes. He says the terminology is sometimes different but the concepts are the same.		
Enjoys being a contributing member of a team	3	3	
	He has worked both independently as well as with teams and enjoys both.		
Demonstrated effectiveness at developing and leading high-performance teams	3	3	
	He has built teams from scratch as well as improving them. At Long's they had a store system that was custom in-house. He was tasked with leading a team to define how the systems would interact and then make it work with Retek. There were 3 systems.		
Is resilient and realistic.	3	3	
	Agrees with No. 3. Says he has broken a few eggs and has always learned from it. Just don't make the same mistake twice.		