



The RightFit Profile™

GETTING THE RIGHT PEOPLE IN THE RIGHT POSITIONS FOR YOUR BUSINESS SUCCESS

What if you had the answer for getting the right people in the right places for your organization?

We are facing a hiring challenge.

- Statistics show that only 1/3 of all hiring decisions are successful.
- A Wall Street Journal report outlined that traditional hiring practices, (experience, education, references and interviews) account for only a 53% prediction of hiring success.

What people say they will do in interviews and what they actually do are often two very different things. Despite extensive time and talk, hiring still comes down to the flip of a coin.

With employee turnover increasing – up 22% in the past four years alone – the costs to recruit and replace are grabbing more and more of business revenues. Poor hiring decisions are behind the increased turnover with surveys reporting that 1 in 3 hires are deemed failures with a further one third staying on as ineffective employees!

The impact on the organization is clear. We waste time, we waste energy, we waste money and we lose business from not making the right decisions.

Using The RightFit Profile

The diagnostic assessments (The Kolbe© Indices) used by the RightFit Profile can reduce turnover in an organization by more than 50%.

- The Kolbe© Indices provide an 82% accuracy in predicting candidate performance
- The Kolbe© Indices are the only validated and proven approach to identifying how someone works naturally and takes initiative
- The Kolbe© Indices have been tested to be more than 90% reliable over time

Bluteau DeVenney and Company offers The RightFit Profile for hiring, training and consulting to businesses and organizations.



About Bluteau DeVenney & Company

Our expertise is to take what we have learned and package it for you to implement into your business for practical results.

We train leaders and their impact teams to clarify, focus and follow through to win their best games.

Synopsis:

“The Kolbe Indexes have played a critical role in verifying the RightFit of an individual into the right position. That’s a critical challenge in today’s business world” - Rob Takamoto, Manager Human Resources, Quaker Oats Company

“Different from IQ or personality measures, the Kolbe Index provides clues to a person’s natural advantage in undertaking particular tasks.” - The Washington Post



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YOUR BUSINESS SUCCESS

Take The RightFit Profile if:

- You are hiring for an existing or new position
- You want to move someone to a new position
- You want to know if you have the right person in place

Gain clarity as to the type of person you need and how each candidate will work. Get focus on a proven process to select and retain the right people with a clear percentage likelihood of success for each candidate. Follow through to hire the right person and set them up for success.

Our Approach

You don't have to change your current recruiting process. Simply adding The RightFit Profile to your hiring decision will create successful results.

The RightFit Profile process:

1. Identify the current talent

- If the supervisor has not already taken the Kolb ATM Index, he or she must do so. His or her instinctive strengths will be taken into consideration to build a Range of Success™ report
- Are there people in this position already that you consider high performers, employees you'd like to clone? If so, it is important to include those people's Kolbe ATM results

2. Define the Job Requirements

- The direct supervisor and anyone in a position to evaluate the job completes the Kobe C Index.
- All parties who evaluate this position's performance will individually complete a Kolbe C Index

3. Create a Profile of the Ideal Candidate

- A Range of Success is the profile that identifies the instinctive talents of the ideal candidate
- It will include at least one Kolbe A and one Kolbe C completed by the direct supervisor, at a minimum

4. Rate Candidates

- Candidates take the Kolbe A Index and their results are then run against the Range of Success for the position
- A letter grade from A to F will be given to each candidate and a Candidate Report will be emailed to you along with our recommendations.



OUTCOMES

The RightFit Profile combines proven, accurate and reliable assessment tools with your requirements to give you unparalleled insight to the hiring decision.

- You simplify decisions
- You leverage strengths
- You accelerate actions
- You multiply results

Get a clear picture and make the right decisions. You gain confidence and energy for you and your team and have the peace of mind that the right people are in the right places.

Your Next Action

Contact Us at 902-425-6956 or getresults@bluteaudevenney.com
to find out how The RightFit Profile can work for your organization.

Having the Right People in the Right Places Matters!