



## The Right Fit 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.

### 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.

## Using The Right Fit Profile

The diagnostic assessments (The Kolbe© Indices) used by the Right Fit 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 Right Fit Profile for hiring, training and retention success to all businesses and organizations.



## Synopsis:

*“The Kolbe Indexes have played a critical role in verifying the right fit 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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### **Take The Right Fit 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.



### **OUTCOMES**

The Right Fit 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.

### **Our Approach**

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

The Right Fit Profile can be completed entirely by email.

- You complete a requirements assessment for your position to be filled, (we also can coordinate a selection committee approach for hiring requirements clarity). The assessment can be completed in about 30 minutes and we provide a tangible and specific profile matching your requirements with the natural initiative needed from successful candidates.
- Your key candidates complete a further assessment which provides an accurate measure of how they naturally take initiative
- You receive the Right Fit report which matches your requirements with the natural approach for each candidate with a clear measure of potential for success and the fit with you.

The Right Fit Profile sets you and your new hire up for success. You get the right people in the right places.

### **Your Next Action**

**Contact Us at 902-425-0467 or [getresults@bluteaudevenney.com](mailto:getresults@bluteaudevenney.com) to find out how The Right Fit Profile can work for your organization.**

# **Having the Right People in the Right Places Matters!**