

CANDIDATE ANALYSIS

PROBLEM

Which shortlist candidate will successfully match the team & organizational culture?

How do you know whether your ideal candidates will be effective at working within your unique environment and culture? Despite having the right experience and resume, you still won't really know whether you have found the right person until long after their first day, costing you valuable time and money.

WHY SHADOWMATCH?

Shadowmatch uses a unique and truly objective analysis method to predict exactly the behaviors of an individual, not what they think you want to see. Without this level of accuracy, your time and effort on analysis can be ineffective.

Behavioral analysis of both the candidate and their working team or peers in the same role will reveal exactly how similar or complimentary their working habits are, what effect that will have on their expected performance, and how to immediately develop them post-hire to ensure success.

PROJECT DETAILS

Typical Applications & Value

- Reducing turnover in hard-to-fill organizational positions
- Helping new-hires onboard and achieve goals more rapidly
- Reduce the time to productivity and improve the Return on Employment
- Provide guidance on how to best utilize new employees

Project Outline

- Each candidate completes a Shadowmatch behavioral worksheet
- Key candidate peers/supervisors also complete behavioral worksheets
- You provide us with the roles/responsibilities of the position
- We analyze & review the behavioral information with you
- We customize and jointly review the project deliverables

Deliverables

- Detailed review of candidate behavioral profiles
- Analysis of candidate match to cultural benchmark of the proposed team
- Recommendation of candidate fit based upon stated goals/requirements
- Review of key relationship dynamics between candidate & peers/manager
- New hire development program

Rapid assistance for Business Leaders & HR Professionals short on time & resources!



Problem

- Which shortlist candidate will successfully match the team & organizational culture?

Solution

- Behavioral benchmarking of candidates and working environment
- Relationship guide for candidate, manager & peers
- Post-hire development plan

Value

- Reduced time & effort in hiring process
- Faster onboarding of candidates
- Increased new-hire retention & success

More Shadowmatch Services

(click each for details)

- [Team Analysis](#)
- [Team Building Workshop](#)
- [Candidate Analysis](#)
- [Top Performer Analysis](#)
- [New Leader Assimilation](#)
- [Team Design](#)
- [Executive Onboarding](#)

Impacting Clients in a Positive Way ...



SHADOWMATCH SERVICE OFFERINGS

Behavioral Solutions to Business Problems

When time and resources are constrained, Business Leaders & HR Professionals always have the option of immediate help from experienced Shadowmatch USA staff with key business issues related to team and individual behaviors.

The following Shadowmatch services focus on common team-related opportunities. Each service delivers accurate and insightful behavioral analysis in a rapid-engagement model that provides actionable information and recommendations. Most require a minimum of effort on our clients' behalf beyond a description of the team and the specific challenge.



Team Analysis

- Align teams to increase their focus & efficiency and consistently drive better results
- Deliverables: Managers guide - A complete inventory of each individual's behavioral strengths; recommended development programs based upon team/individual tasks; how to manage areas of potential team conflict.

Team Building Workshop

- Align teams to increase their focus & efficiency and consistently drive better results
- Deliverables: Facilitated 2-3 hour workshop; managers guide - A complete inventory of each individual's behavioral strengths; recommended development programs based upon team/individual tasks; how to manage areas of potential team conflict.

Candidate Analysis

- Predict which shortlist candidates will successfully match/complement the team or organizational culture
- Deliverables: Detailed review of candidate behavioral profiles; analysis of candidate match to cultural benchmark of the proposed team; recommendation of candidate fit based upon stated goals/requirements; new hire development.

Top Performer Analysis

- Align teams to increase their focus & efficiency and consistently drive better results
- Deliverables: The behavioral benchmarks of each level of performer and detailed information on the critical behaviors to look for when developing, recruiting, or deploying individuals into specific roles; under-performer development program.

New Leader Assimilation

- Accelerate team effectiveness when introducing a new organizational leader
- Deliverables: Behavioral profile for each team member; onboarding strategy guide with strengths, blind spots & development areas for the manager; manager leadership development program; team guide for work-styles.

Team Design

- Find the most effective groups within the team to collaborate on customer engagements and internal projects
- Deliverables: Behavioral profile for each team member and recommendations of sub-group organization based upon team/project/customer goals; ideal project profiling guide; custom development programs for each team member.

Executive Onboarding

- Accelerate team effectiveness when introducing a new member of an executive team
- Deliverables: Behavioral profile for each team member; onboarding strategy guide with executive's strengths, blind spots & development areas; inter-team behavioral relationship analysis for key areas of interaction; executive leadership development program.

Custom Shadowmatch services are also available. Call or email to let us know of your specific challenge and let us see how we can put the power of behavioral analysis to work for your team! Look for "Shadowmatch Services" under the "Our Solution" tab on our website.