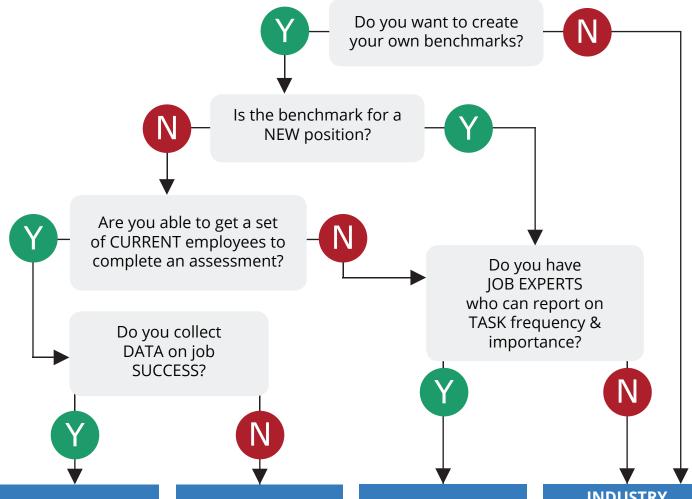
# **TalentClick**

# CREATING BENCHMARKS

Benchmarks help identify the key strengths & personality traits needed to be a top performer. Get started with benchmarks now:



# EMPLOYEE METRICS ANALYSIS

#### **Generated by:**

correlating employee assessment data with their job outcomes (i.e. performance, turnover, incidents) to uncover the traits that have the greatest direct impact on job success.

## **Benefits:**

- Most robust & scientific technique
- Customized to your success metrics

# 'TOP PERFORMER' CLUSTER ANALYSIS

#### **Generated by:**

assessing your top performers to uncover the traits that they have in common. Another option is to assess both high and low performers to uncover the traits that set high performers apart.

# Benefits:

- Customized to your organizational culture
- Accounts for the uniqueness of your roles

# JOB SURVEY ANALYSIS

#### **Generated by:**

surveying 'job experts' regarding the frequency and importance of tasks to uncover the traits that are critical to the job demands.

## **Benefits:**

- Leverages knowledge of those who know the role best
- Automatically generated

# INDUSTRY STANDARDS / BENCHMARK LIBRARY

## **Generated by:**

selecting the most applicable job title from our library of industry standards to use the profile of traits that has predicted success in similar roles.

## **Benefits:**

- Fast & efficient way to get started
- Leverages knowledge from other leading organizations