



# Realizing Possibilities Through Impactful Talent Solutions

## Assessment for Selection

### Take the Guesswork Out of Hiring

Recent studies have shown that up to 50% of leadership hires do not meet expectations, and that traditional interview techniques are not effective at identifying and predicting which candidates will be successful. This low success rate in hiring is costing companies millions of dollars. Even one bad hire will impact company performance in tangible ways.

#### Select and Onboard for Success

*Effective use of a validated assessment will immediately increase your ability to identify and predict those people that will be successful now and in the future. And, with the key insights, you are able to position and onboard new hires with greater success and impact.*



#### CMP Provides the Most Efficient and Tailored Assessment

Through the use of contemporary tools, a refined process, and highly experienced practitioners, **CMP can provide you with an assessment solution that offers deep candidate insights while not slowing down the hiring process.** The CMP assessment process typically involves the following five steps:

**Step 1 – Initiate Assessment Process:** Candidate(s) are informed by the client organization of the assessment process. The dedicated consultant will manage all assessment communications and logistics once the candidate has been notified.

**Step 2 – Role Review:** The dedicated consultant reviews the job description, and has a targeted conversation with the hiring manager or relevant subject matter expert (e.g. search partner or Human Resources). This provides clarity on the requirements of the role given the needs of the team within context of the company culture and strategy.

**Step 3 – Instrument Administration:** The dedicated consultant administers a slate of assessment inventories. Typically the assessment battery is comprised of one assessment of business intelligence and one assessment of relevant personality attributes. These assessments take less than two hours total for the candidate to complete online.

**Step 4 – Targeted Interview (optional):** The dedicated consultant conducts a one-hour targeted interview. This is a tailored interview that focuses on areas surfaced in the assessment data that are critical for role success. Based upon availability, interviews can be conducted in person, via technology (Skype), or on the phone.

**Step 5 – Summary Reporting:** After completing the targeted interview the dedicated consultant is available immediately for a verbal debrief of the assessment data. A formal assessment summary report will be completed and sent within three days of the completion of the targeted interview.

This process results in an efficient and accurate assessment that informs timely selection decisions. Once a candidate is hired the consultant is available to debrief the assessment with the candidate. This helps ensure the data and insights are fully leveraged in new hire onboarding and development.

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*CMP is a talent and transition firm in the business of developing people and organizations across the full talent life cycle – from talent acquisition and leadership development, to organization development and career transition support. To learn more, give us a call today at 800.680.7768 or [request more info.](#)*