

Kolbe's Approach to Recruitment

You probably already spend a great deal of effort in determining whether a job applicant has the skills and intelligence to succeed in your organization. Kolbe RightFit adds another dimension. It's a recruiting and selection program designed to fit within your existing methods of screening candidates, and it's made up of three main components:

- A diagnostic instrument that identifies a candidate's inherent methods of creative problem solving (the Kolbe A™ Index)
- An assessment of a position's requirements as determined by immediate supervisors and/or other evaluators (the Kolbe C™ Index)
- An analysis of fit between the job requirements and the applicant's talents (Range of Success™)

The result is a recruiting and hiring tool that's tailored to each job, quantifiably predictive of successful job performance, non-discriminatory, easy to administer, and cost-effective.

Powerful Benefits

Kolbe's RightFit provides a series of powerful benefits:

- **Accurate performance forecasting:** Kolbe RightFit identifies not who can succeed, but who *will* succeed.
- **A lower cost of hiring:** You'll cost-effectively know how to hire the right person for every job. This translates to lower turnover rates and big savings in training. One large company used Kolbe to save more than \$10 million in hiring and retraining costs.
- **Higher retention rates and lower rates of absenteeism:** Matching talent to task means new hires will not only do their job well, but will also have a greater sense of accomplishment and job satisfaction. One company that started using Kolbe increased their retention of managers from a 60% average over the previous 10 years to 100%.
- **Exceeds government fair employment standards:** Kolbe RightFit is not only a predictor of successful job performance, it's also non-biased for gender, race, age, and national origin.

The Validity of Different Predictors of Job Performance

Predictor	Validity
Kolbe RightFit ¹	0.82
General Mental Ability ²	0.51
Structured Interview ²	0.51
Conscientiousness Test ²	0.31
Reference Checks ²	0.26
Job Experience ²	0.18
Years of Education ²	0.10
Graphology ²	0.02
Age ²	-0.01

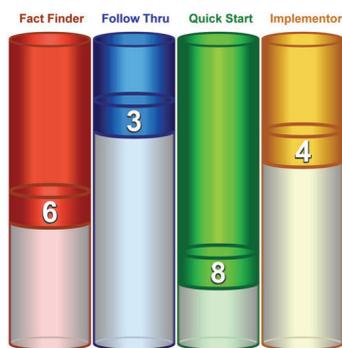
¹Source: Dr. Ryan Thomas study of Kolbe Corp data

²Source: Schmidt & Hunter 1988

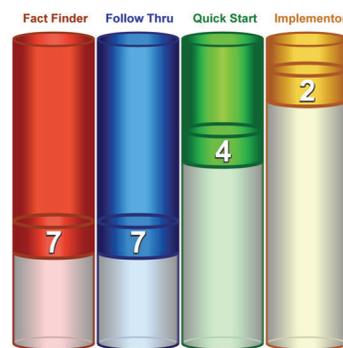
How Does It Work

Kolbe RightFit measures the methods of problem-solving the position requires and the innate problem-solving styles through which individual candidates will succeed. When a person's instinctive problem-solving methods mesh with the demands of the job, they work more productively and more successfully. When talents aren't matched to the tasks, productivity lags, turnover, absenteeism and healthcare costs rise, and a company's performance suffers.

Kolbe A™ Index Results *Our reality*



Kolbe C™ Index Results *External requirements*



Identifying a job's requirements with the **Kolbe C Index** is a crucial first step, because it allows you to customize your recruiting criteria instead of having an outside consultant impose a one-size-fits-all approach. Additionally, where a position is replicated throughout an organization, Kolbe RightFit can take into account the profiles of people who have been high performers in the job. The system then analyzes the data collected from these various sources and computes a range in each category. The resulting **Range of Success™** reflects the requisites for successful performance in the particular job.

Once a job has been assessed, the final step is to identify the talents of potential candidates with the Kolbe A Index, a simple written instrument that's scored with Kolbe WAREwithal® software. Once scores have been computed, the Kolbe RightFit program compares each applicant's instinctive talents to those required by the job, providing a letter grade from A through F to indicate fit. This is all summarized on a **Candidate Report**.