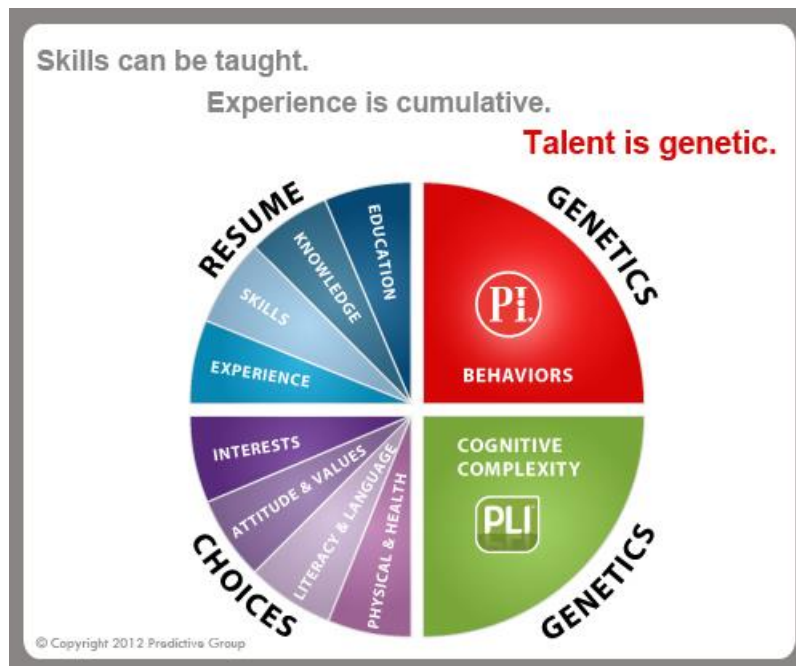


Accelerate the Performance of your Startup or Small Business

- How would you like to have 80% of those people you hire thrive and accelerate?
- How would you like to eliminate high recruiting costs?
- This is now possible with the [Predictive Group Skinny Resume® Solution](#).

The failure rate for startups is high. It is not only about the idea, it is about the team assembled to take the startup forward. Whether selecting, developing, or severing a team member, the wrong decision can be costly for a small enterprise. A wrong decision in hiring key players can spell the success or failure of an enterprise. Although large organization processes tend to be out of reach for a startup or small business, this is not so for our solutions. We specialize in helping get the right people in the right positions at all levels and then helping them accelerate performance. And this is done using tools that have been validated for nearly 60 years.

The people problem that startups face is just like the people problem most organizations face, finding the right people for the job is becoming difficult at best. 80% of hires do not meet the expectations of the hiring organization with a substantial number outright failing. With the cost of a poor hire being 30% of the first years' salary and the cost of turnover \$7,000 for a manager and \$40,000 for an executive, one can see why this is such a problem. This does not even begin to address the inability of many hired into a startup to build a powerful and successful venture. These talents are not found in resumes. In fact the need to find early talent is more and more critical and early talent is discriminated against with resume screening. **We can assess and deliver these talents using PI® and PLI™ assessments.**



One key reason that the failure rate is so high for new hires is that they tend to be screened solely on resumes. Close to 80% of resumes are inaccurate and a resume cannot screen for talent and talent accounts for 50% of the success of a new employee. The equation is simple, match talent with the talent profile of the job. We are not talking intelligence, we are talking about inherent talent in the form of behaviors and cognitive capability. It turns out that it is easy and cost effective to screen for talent before ever looking at a resume. At the very least, a startup should be screening on talent

before shifting through stacks (or inboxes) of resumes to set themselves up for success.

The process is proven, simple, and highly effective.

- Create a talent profile for the position. It takes only a matter of minutes to do this.
- Screen every applicant on talent. Select those applicants that have profiles that can excel in the profiled position they are applying for. Client has unlimited use of assessments.
- Then review the resumes of those who match the talent profile for the position.
- Use this information to select and interview those who have the resume and the talent profile for the position.
- Interview these applicants using a behavioral interview generated by the system that matches the talent profile of the position. No more struggling to create effective interview questions.
- Interview on values, decisions, and behaviors necessary to be successful in the position.
- Make a decision based on science and data, not just on what is in a resume and on the force of personality. Looking good on paper and connecting with the interviewer provides little predictability for the success of the applicant.

There are three pieces to this solution. A yearly unlimited use agreement for the PI® system. A yearly unlimited use agreement for PLI™. And a two day PI® certification training for one or more managers. To implement a PI® solution, at least one manager must be trained and more as the venture grows. PI® is based on a knowledge transfer model, you own the knowledge, we do not keep it to ourselves. Our coaching and consulting on the solution comes free of charge with the implementation of a solution.



The Predictive Index® System is a powerful set of management tools that help you make science-based decisions about the people and teams who work to drive your organization's success. Delivering valuable insights into workplace behaviors and skills, the PI® system transfers the knowledge of our systems to you, allowing you to predict fits and gaps, pinpoint coaching, and develop future leaders. [A PI Worldwide® solution.](#)



The Professional Learning Indicator™ (PLI) translates the many dimensions of human cognitive abilities to deliver an assessment designed to measure the capacity of a person's learning capabilities, predicting an individual's ability to perform on the job. PLI assesses the rate at which an individual will learn, adjust, problem solve and absorb instructions. [A Predictive Group solution.](#)

The investment for this powerful package for up to 100 employees is as follows:

- 1-50 person venture is only \$5,350 per year.
- 51-100 person venture is only \$8,900 per year.

Yearly investment is for unlimited use license.

One time investment for each manager trained: \$2,200 (there are travel costs if workshop is not local)

As organizations increase in size, the yearly investment also increases and the need to train more managers increases.

Visit <http://www.johninmandialogue.com/people-analytics/> to see our full suite of solutions. Contact John Inman at jinman@predictivegroup.com or john@johninmandialogue.com or call 425-954-7256.