



On-Line Job Boards

Guide to a Different Position

TALENTNEST™
TALENT MANAGEMENT SYSTEM
Branded to Client

2.0 Web-based System

POSITION 1: Continuous Flow
or always "on" for high turnover pos.

POSITION 2: Standard Flow
or only open when there is a vacancy

? _____?
? _____?
? _____?
? _____?
? _____?

Knock Out Questions
for Minimum Qualifications, such as HS or College Degree? US Citizen, Passport? Over 18 years of age? Etc, Etc, Etc...

"Thanks but No Thanks"

Applicant Knocked Out- Failure to Meet Minimum

"Thanks but No Thanks" Message to Applicant

Score < 70

Psychometric Screens for high volume, ie. Hospitality, Customer Service, etc.

Score > 70

Email to Candidate: "CONGRATS – You're pre-qualified" –Next-

Staff conducts phone screen on qualified candidates then sends Link for on-line full assessment

- SAMPLE List of On-Line PROFILE ASSESSMENTS**
- | | |
|-----------------------------------|--------------------------------|
| <u>Leadership/Management</u> | <u>Service Roles</u> |
| • ManagementPro™ | Franchise Screen/FranchisePro™ |
| • ProfessionalPro™ | HospitalityPro™ (& Screen) |
| • SupervisorPro™ | IntegrityPro™ |
| | CallCenterPro™(& Screen) |
| <u>Sales/Sales Management</u> | CustomerCarePro™ (& Screen) |
| • POP7™ | |
| • ManagementPro™ | |
| • 7Habits of Sales Professionals™ | |

Full Psychometric Profiles for Mgmt., Sales, etc.

< 70

> 70

"Thanks but No Thanks" Message to Candidate

Face to Face Interview

No Offer?

Offer?

Onboarding with assessment data for match to Manager