



Innovate Talent Management with **Job benchmarking**

By investing in Job Benchmarking, you'll secure the talent necessary for success while eliminating common biases often associated with the hiring process.



TTI's patented Job Benchmarking process is a unique and effective solution because it benchmarks a specific job, not the person in the job. To do this, we let the job talk through an interactive process and job assessment.

When Job Benchmarking is implemented properly, it will have a direct effect on your business' bottom line. You'll not only attract the best candidates, but you'll save time and money by hiring the right people the first time and reducing the learning curve with new employees who are strategically matched to fit your company.

Begin today with a review of how TTI's Job Benchmarking Process can contribute to your talent management — and lay a foundation for success!



Job Benchmarking Process

Job Benchmarking can be broken into four key phases. Each phase is contingent on the one prior, and the entire benchmarking process can be duplicated across all positions within the company.

Setup: *Identify the Job and “Subject Matter Experts”*

It is important to understand why the job exists, how success in the job is measured, the history of the position and how it fits the company strategy. The Subject Matter Experts (SMEs) are people within the organization that have a direct connection to the job. Their expertise will help you create the job benchmark.

Key Accountabilities: *Define, Prioritize and Weigh Key Accountabilities*

Through discussion, the SMEs will define a comprehensive yet succinct group of 3-5 key accountabilities for the position. These will be ranked by importance and time requirement.

Assessment: *Respond to the Job Assessment and Review the Multiple Respondent Report*

The SMEs will respond to the Job Assessment keeping the Key Accountabilities in mind. Based on a unique analysis, the Multiple Respondent Report combines the input of all SMEs to create a benchmark for the job.

Results: *Compare Talent to the Job Benchmark using a Gap Report.*

A talent assessment on the same scale as the job will identify the characteristics an individual will bring to the job, allowing you to easily determine the best job fit and identify coaching opportunities. Within the framework of a company’s overall selection process, effective hiring decisions can be made and productivity can begin immediately.

Job Benchmarking Tools

TTI offers many benchmarking tools to ensure the best job fit. We recommend the following suites for superior Job Benchmarking:

TTI Talent Insights

Talent Insights blends behaviors and motivators in a validated, bias-free and fully integrated assessment that meets EEOC and OFCCP requirements. When used with TTI’s patented Job Benchmarking system, Talent Insights will help you understand how to enhance performance and increase overall job satisfaction.

TTI TriMetrix® DNA

TriMetrix DNA combines behaviors, motivators and competencies together in a validated, bias-free and fully integrated assessment that meets EEOC and OFCCP requirements. When used with TTI’s patented Job Benchmarking system, TriMetrix DNA will identify, prioritize and calibrate performance criteria, allowing for exceptional job fit.

TTI TriMetrix® HD

TriMetrix HD brings the four sciences of behaviors, motivators, competencies and acumen together in a validated, bias-free and fully integrated assessment that meets EEOC and OFCCP requirements. When used with TTI’s patented Job Benchmarking system, TriMetrix HD offers a complete picture of a position, allowing you to compare talent to the unique requirements of any job.