



Case Study: Candidate Assessment and Career Coaching

Background

Our client wanted to improve their candidate assessment process and provide personalized career coaching to internal employees both at the middle management and executive levels.

Challenge

The client faced the following challenges:

1. **Inconsistent Assessment results:** Their existing assessment process lacked consistency and didn't effectively evaluate both hard and soft skills.
2. **Candidate Experience:** They wanted to enhance the overall candidate experience by offering personalized coaching.
3. **Company retention:** saw this exercise as a way to invest time, money, and effort into the employees as a way to develop the talent and grow their teams.

Solution

The client partnered with us to revamp their approach:

1. **Dynamic Behavioral Assessment:**
 - We introduced a behavioral assessment tool that evaluated various competencies that the client labeled as priorities.
 - We sat down with the client to determine what competencies would align with the company and the culture within the business.
 - We then personalized our assessment tool that would assess along these key factors
2. **Pre-Screening and Interviewing:**
 - Our team pre-screened, interviewed, and assessed interested candidates.
 - We provided detailed feedback to the client, recommending individuals who aligned with the company's goals and values.
 - For the middle level management and executive level candidates, we had our IO Psychologists interview the candidates if/when there were areas of misalignment.
 - All feedback was shared with the client to make the ultimate decision.
3. **Career Coaching:**
 - We offered personalized coaching sessions to internal employees within the client, focusing on their career aspirations, strengths, and development areas.
 - Employees received comprehensive feedback on all dimensions, including case study preparation, behavioral interviews, and fit within the company.

Results



1. **Improved Candidate Fit:** Our client saw a significant improvement in candidate fit for their clients' organizations.
2. **Enhanced Candidate Experience:** Candidates appreciated the personalized coaching, leading to higher satisfaction and better retention rates.
3. **Stronger Client Relationships:** The client saw more aligned candidates in the interview process and were shown consistently higher-caliber candidates for their open roles.