

If a job could talk, it would tell you exactly what kind of person it requires for superior performance. Our patented Job Benchmarking process identifies the behavioral traits, motivators, competencies, and acumen most critical to role success — creating an objective, science-backed profile of the ideal candidate before a single resume is reviewed.

— Reduce turnover — Improve engagement — Increase productivity — Objective hiring decisions

The position benchmarking process identifies the traits and qualities most important to success in a specific role. It is not a categorical way of determining who should or shouldn't be hired, it is a structured, evidence-based approach to defining what the ideal candidate profile looks like, so hiring managers can make confident, informed decisions.

The Four Sciences in Job Benchmarking

HOW DISC Profile

Behavioral Benchmarking

Reveals the ideal DISC graph for the role. Once established, the benchmark flags behavioral conflicts between candidates and the job profile enabling managers to identify misalignment before making a hiring decision.

WHY Motivators Profile

Motivational Benchmarking

Arguably the single most important criterion to screen for. A motivational benchmark enables hiring managers to objectively determine what kind of person will find purpose in the role rather than hoping the candidate finds the job engaging.

CAN DNA / Competencies

Soft Skills Benchmarking

Identifies the 3-5 core accountabilities of the role and maps the soft skills most necessary to fulfill them. Candidates are then measured against this profile to reveal development gaps and strengths.

THINK Acumen Capacity Index

Cognitive Benchmarking

Defines the patterns of thought required by the role across three dimensions: understanding others, practical thinking, and systems judgment. Reveals natural talents and blind spots that traditional interviews miss.

46% of new hires fail within 18 months.

Job Benchmarking eliminates the guesswork.

U.S. Dept. of Labor | SHRM | Leadership IQ

The benchmark can be duplicated across all positions in your organization.

Define the job. Find the fit. Replicate across every role.

The Benchmarking Process

Five phases. Each builds on the last. Replicable across every role in the organization.

Set Up Identify Subject Matter Experts

1 Select 3-5 individuals in your organization who have a direct connection to the role. It's crucial they understand why the job exists, how success is measured, and how it aligns with the company's strategy.

Ideal Candidate Session Define Role Requirements

2 In a focused 1-hour session, our experts collaborate with your SMEs to identify key responsibilities, which are grouped into 3-5 core accountabilities clearly defined, ranked by importance, and weighted by time and effort.

Job Assessment Online SME Survey

3 Each SME completes a 30-minute online survey focused on the role. The insights provide a comprehensive view of the job's unique behavioral, motivational, competency, and acumen requirements.

Review & Approval Benchmark Finalization

4 The ATS team creates a draft benchmark from the session and survey data. In a 30-minute review meeting, we present it for client feedback and approval. Once finalized, this benchmark becomes a powerful tool for aligning talent with role requirements.

Candidate Comparison Gap Report Analysis

5 Candidates complete a talent assessment which is measured against the Job Benchmark through a Gap Report. This highlights how behavioral traits, skills, and motivators align making it easy to identify the best fit and coaching opportunities.

Recommended Benchmarking Tools

Talent Insights

Entry-Level

Blends DISC and Driving Forces to reveal HOW and WHY a candidate will perform.

TriMetrix® DNA

Management

Adds soft skill measurement to reveal what a candidate CAN do in addition to style and motivation.

TriMetrix® HD

Executive & Critical

The complete picture: HOW, WHY, CAN, and THINK. Recommended for senior and business-critical roles.

Benchmark the Job. Hire with Confidence.

Eliminate guesswork. Define success objectively. Build teams that perform.

— Evidence-based hiring

— Reduced turnover

— Scalable across roles