

THE STAFFING MODEL VS. ASYMMETRIC TALENT

What the Staffing Model Leaves Out.

What Asymmetric Talent Builds In.

Every search looks the same going in. A handoff, a shortlist, a hire. **The difference is everything you cannot see.** Here is what the traditional model quietly costs you, and what you get with ATS.

THE TRADITIONAL MODEL

WITH ATS

01 THE TALENT POOL

You only pick from people who are job hunting. The best person is happy where they are. They never see your job, so you never meet them.

We find everyone who could do the job, not just the ones looking. ~600 people per search, every one matched to your exact role. You down-select from the best of the best: qualified, interested, and assessed by us. Five times the qualified talent.

02 CANDIDATE OUTREACH

Most firms pull names from a list and message only a few. No one tracks who. The person you wanted may never hear from anyone.

We consistently reach 60 to 70 percent of the market. Every reply is live market intelligence, steering the search in ways no research can.

03 TRANSPARENCY

You hand the search to a vendor and hope. You wrote the job before you knew the market, and the vendor never shows you what the market says back. You are left guessing.

You have full access to our client portal, one source of truth for stakeholders. No scattered emails, texts, or calls. We stay ahead of the market, with intelligent backup plans agreed at intake, so any shift is a move you already approved, no downtime, no lost confidence. You steer the whole search in under four hours.

04 MARKET MAPPING

You get five names. Five out of how many? No one built a map, so no one can show you saw the whole market. You could be picking from a corner of it and never know.

We map the entire market: comprehensive coverage from your ideal profile down to the minimum you would accept, open in your portal. That map is your proof you saw the real market, not a slice. It is the biggest piece of evidence in the search.

05 THE EVIDENCE

A resume and a good talk is the whole case. At day ninety you learn they talk well but cannot do the job. The interview tested talking, not the work.

Every finalist reaches you as a built case, not a resume: their experience, their DNA and fit, what it takes for them to move, and our recommendation, with a standardized video for fair panel review. Your long list carries that same evidence on every name, validated by data and behavioral science. You interview and decide on proof, not a feeling.

06 THE RESULTS

No commencement fee, and no one owes you a finish. When a search gets hard, the vendor moves on. Hire more firms and it gets worse: they race each other and burn out your best people.

We finish every search we commit to. One hundred percent. You pay in steps as we go. One firm, one map, one accountable result, start to hire.

Everybody promises the right hire.
We prove it before you make one.

Which one of these six has already cost you something?