



Employee Selection

Make better hiring decisions to drive your business

SMD's Interview Builder provides the tools and resources for managers to easily build and conduct effective structured interviews. By simply applying this methodology, organizations can increase the validity of their hiring decisions by up to 400%! Further improvements can be realized by using Talent Link analytics to identify the competencies that have the greatest impact on business performance. Simply put, our approach will help you make better hiring decisions and have a greater impact on your bottom-line.

Link
HR Processes
to Outcomes

Calculate
ROI

Reduce
HR Costs

Simplify
Analytics &
Reporting

Analyze

- Identify the skills and behaviors that drive individual, team, and organization performance
- Easily compare candidates' scores across assessments to make the best hiring decisions

Act

- Implement a structured approach to hiring new employees and significantly improve the likelihood of making better hiring decisions
- Make the structured interview process simple and easy to use for managers

Achieve

- Make better hiring decisions that result in higher individual performance and bottom line business results
- Hire the best candidates, not just the ones that make the best first impression

Features and Benefits

- Interview Library with proven behaviorally-based interview questions
- Simple and customizable interview guide production
- Automated e-mail distributions of interview assignments and guides
- Automated candidate scorecards to simplify decision-making
- Interview tips and training

Services Provided

- How to Conduct an Effective Interview training
- User training on the tool and functionality
- Competency model development and consulting

