IDENTIMAP

HRM TRECHNIQUES TO IMPROVE THE

INTERVIEWING PROCESS.

SITUATION

A company wishes to use Trek42 to improve the efficiency of the onboarding process by enabling the HRM to understand a candidate's strengths and challenges and to ask deeper questions during an interview.

For example, a business owner, human relations manager, internal recruiter or HRM is interviewing a series of candidates for employment. The interviewer will typically identify certain candidates for referral to other managers for additional interviews.

PRIOR TO THE INTERVIEW

Prior to the interview, the hiring manger instructs the candidates to go to https://app.identimap.com and:

- Create an account by inserting their email address and selecting a password.
- Insert the registration code by selecting the membership tab.
- Complete the assessment survey.
- The process should take approximately 5-7 minutes.
- The solution is device independent so the candidate can use any computer, smartphone or tablet for this exercise from any location.

INTERVIEW

If there are several candidates being interviewed, all candidates should take the self-assessment prior to starting the interview to enable the full benefits of Trek42.

- Trek42 enables the HRM to quickly scan all the candidate's assessment information, read explanatory narratives and observe visual data analytics.

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- In a few minutes, the HRM will have reviewed substantial information about the candidates prior to the interview.
- Notes can be made within Trek42 during the interview.
- Once the interview is finished, the HRM uses Trek42 visual data analytics to select candidates for additional interviews and email a PDF and interview notes to other interested parties within the organization.

ONBOARDING PROCESS BENEFITS

The candidate selection process is improved because of the following benefits.

- Easy to use process for candidate and HRM.
- Candidates can take assessment survey from anywhere in the world.
- Interview records are archived.
- Results are visual and displayed in real time.
- Candidate takes the assessment in less than 5 minutes.
- Shorter time for interview.
- Better interview questions creating more relevant conversation with the candidate.
- Provides insight into the candidate's soft skills as well as potential job placement and culture fit.
- Streamlined communication with other interested parties within the organization.
- Easy to share information and notes with others.
- Multiple users within the organization can access Trek42 and see the results and notes immediately.