



# Hiring & Selection



Birkman helps companies uncover the invisible yet deeply influential drivers of workplace performance and satisfaction that are not revealed on a candidate's resume or cover letter. Insights into an individual's career interests, work styles, and underlying motivators allow you to better inform your interview process and make optimal hiring decisions—for your organization and for your candidates.

## ■ Organizational Fit

- Pair occupational data with conversation to evaluate if a candidate's personality is a natural fit for the position
- Craft interview questions to uncover if a candidate's style will either complement or bring a new perspective to the team and organization
- Help mitigate future conflict and dissatisfaction by understanding differences upfront

## ■ Select Motivated Employees

- Identify the occupational interests and motivators for each candidate and how they align with the role
- Determine whether the tasks and responsibilities within the job role align with the candidates' natural strengths and behavioral approach

## ■ Decrease Turnover

- Identify an employee's underlying expectations and motivations that, when fulfilled, can increase satisfaction and engagement
- Discover the perceptual blind spots that can negatively impact performance
- Understand the situations that can cause stress and burnout for different personalities



# One Assessment. Targeted Data. Scalable Solutions.

## ■ Succession Planning



## ■ Leadership Development & Coaching



## ■ Team Effectiveness



## ■ Talent Development & Engagement



## ■ Hiring & Selection



Let's Solve Together. Start the Conversation:

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*Empower People  
and Performance*