



## Infor Talent Science

- **Better insight.**
- **Better people.**
- **Proven results.**
- **Extraordinary client experience.**



# Public Safety Workforce Challenges

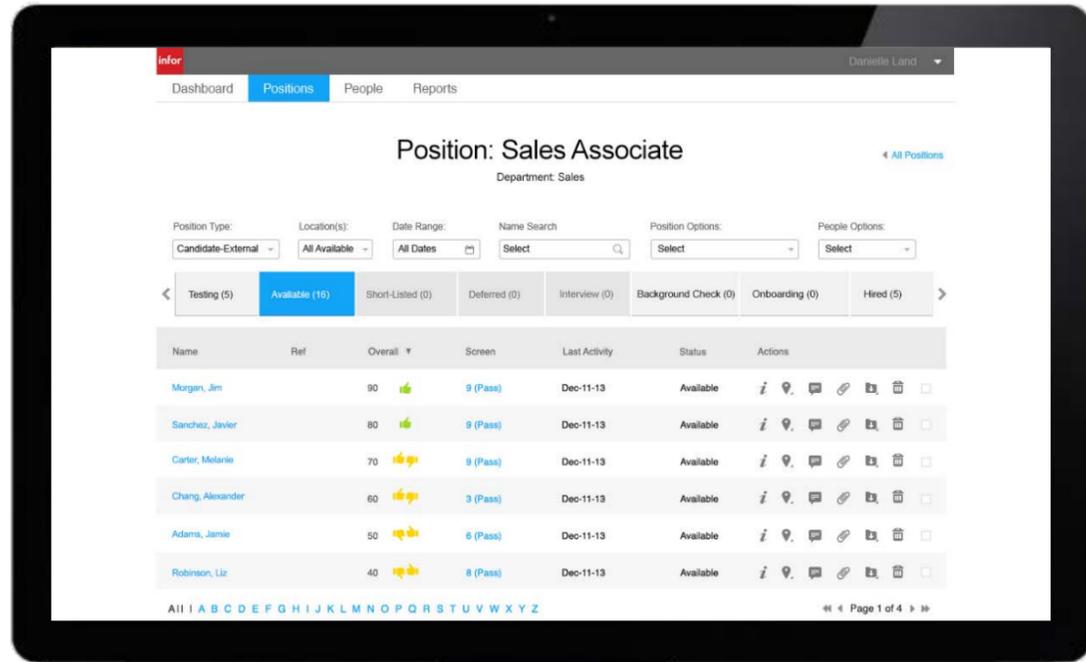
- Retirement by experienced team members
- Competition from the private sector for Candidates
- Attracting and Retaining Millennials
- Selecting the candidates that have the “right stuff”
- Avoiding flight risk during early tenure in the position

# Using Talent Science for Candidate Selection



## IT'S SCIENCE!!!

- ✓ 100% Data Driven Assessment of Candidate Job Fit
- ✓ Eliminate guesswork and subjectivity in selection
- ✓ Easily identify candidates who will stay longer AND perform better.
- ✓ Improve consistency and quality in hiring process
- ✓ Reduce risk of costly mis-hires



**infor** Build a Better Workforce through Coaching and Development

Onboard New Hires  
successfully and  
reduce early flight risk.

Build a better, more  
engaged workforce.

Coach & Develop your  
people to support your  
succession plans



# Results from Client Case Studies

- Reduce Turnover
- Increase Diversity
- Increase Work Quality/Accuracy
- Improve Performance
- Increase Safety

## Results

**25%**

Reduction in turnover

**24%**

Overall reduction in turnover

**26%**

Increase in Minority Hires

**17%**

Increased Safety Ranking

## Work Area

Millennials  
(all Industries)

Call Center

Diversity

Maintenance



# Expertise

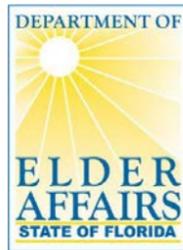
Industry leader in data driven Behavioral Science for 16 years

96% renewal rate

18 million assessments annually

Mobile enabled on any platform

12 weeks to Go Live !!



United States Department of Agriculture  
National Finance Center



RALPH LAUREN



Medtronic

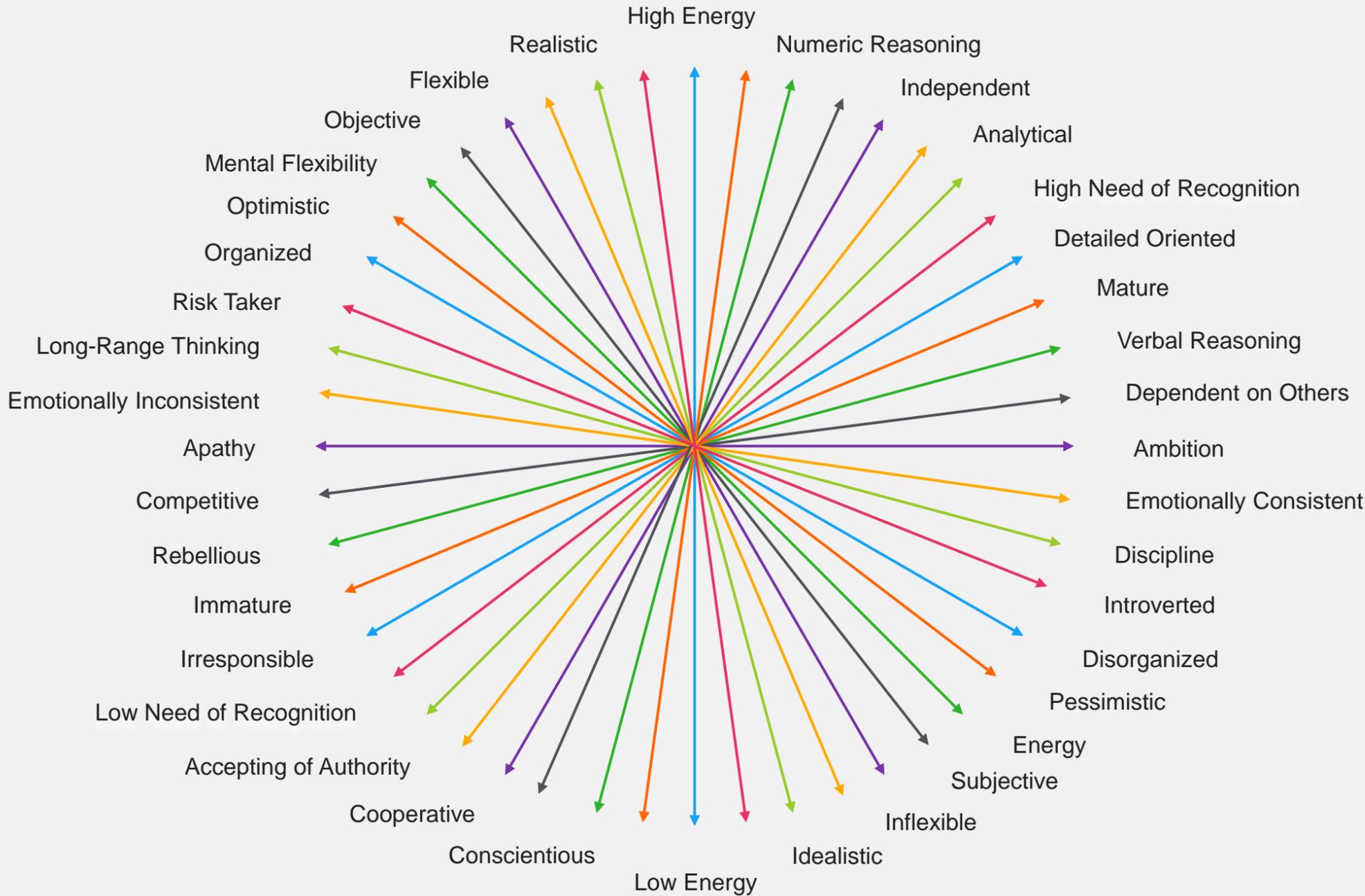


Mercedes-Benz





# Talent Science Data Driven Approach



Cognitive

Behavioral

Cultural



# Talent Science – Proprietary Performance Profile



Rather than customizing the assessment to a specific role, PeopleAnswers develops a customized Performance Profile for each role.

The Performance Profile incorporates unique cultural, cognitive, and behavioral factors that have demonstrated success in the role.

And, since success criteria are also unique to each business, the Performance Profiles are tied to client specific KPIs.

# Allison Jones

Product Manager

[Candidate Info](#) | [Comments \(0\)](#) | [Pre-Screen](#) | [Resume](#) | [Cover Letter](#)



Recommended With Qualifications

# 75

Overall Rating

[View Summary Report](#)

Profile Overview **Scorecard** Narrative Attributes Interview Questions Behavioral Onboarding Development Print

## Scorecard

In order to determine the overall fit score for this individual, the system evaluates the characteristics listed below using the fit to the target range and the associated weighting.

Summary ?

Competency	Behavioral Characteristics	Scorecard	Weight	
Intellect 22%	Analytical		1.4%	
	Creativity		1.0%	
	Reflective		9.1%	
	Numerical Reasoning		6.0%	
	Realistic Thinking		0.7%	
	Reflective		9.1%	
	Verbal Reasoning		5.8%	

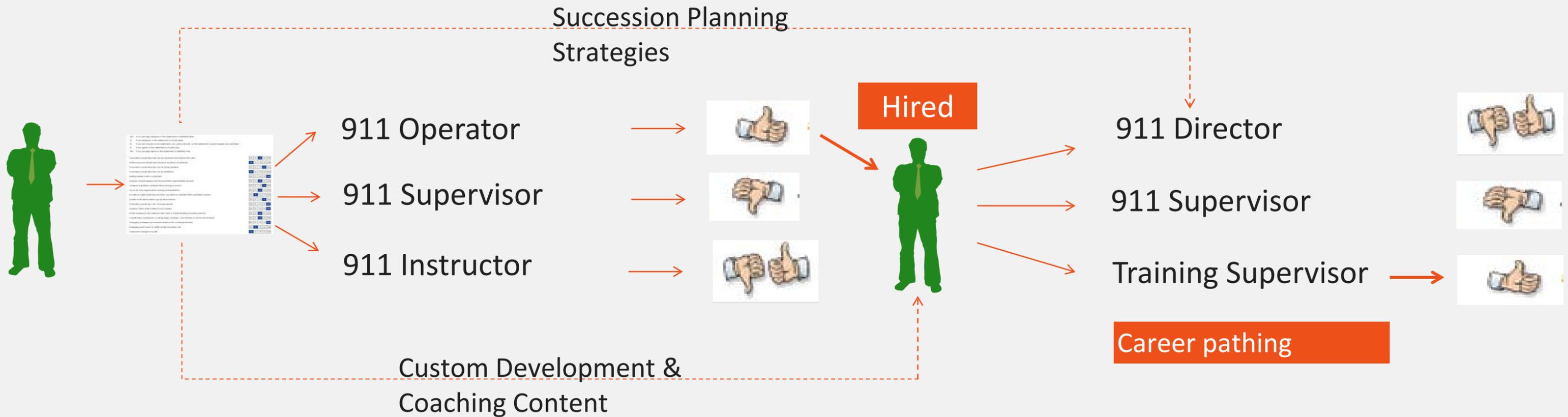
Optimal target range

Candidate result

Predictive power



# Approach to Behavioral Science



- Once hired, the system will automatically create a custom development plan to increase performance in that position
- The system will also instantly generate a potential career path for the new hire, driving greater retention and promotion from within
- Candidate takes one assessment, and instantly custom content is generated telling the hiring manager the best fit position



# Software Demonstration