

A woman with blonde hair and glasses, wearing a dark brown blazer over a light blue collared shirt, sits at a table in a meeting. She is looking towards the camera with a neutral expression. Her hands are clasped on the table, holding a pen. In the foreground, the back of a person's head with dark hair is visible on the left, and the back of a person's head with long blonde hair is visible on the right. The background shows a wood-paneled wall and a glass door leading to another room.

Reduce **TURNOVER**,
and Maximize **PERFORMANCE**
with **TMI**

www.tmicentral.com

TMI Client Experience

TMI, a Dallas, Texas based consulting firm, successfully partners with companies domestic and international, evaluating and helping them upgrade their hiring processes.

Most often that results in a reduction in recruiting costs, and an increase in retention.

We have universally found discovering the subconscious styles of your top performers and the gaps in your existing teams is invaluable in refining your hiring practices. That ensures your ability to identify and capture applicants most likely to succeed.

You consequently enjoy greater stability, sustainable growth, and increases in sales and production, as well as holding on to key employees - all directly impacting your bottom line.

Our client list includes: Bank of America , New Balance, Converse, American Airlines, Aggregate Industries, WeatherBug, Federal Bureau of Labor Statistics, Lucent Technologies, Duke Energy, Radio Shack, Nissan America, Perot Systems and BCD Travel (third largest travel company in the world), and many others.



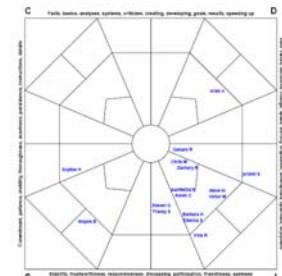
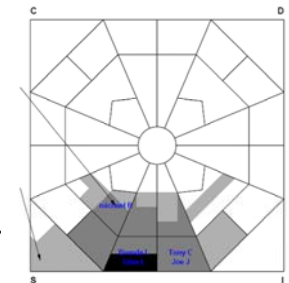
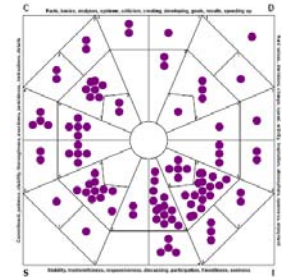
Case Study Overview

A global client in the financial services sector faced a \$28-million dollar budget overrun in one job role. With a clear process and powerful information-gathering tools, TMI provided the knowledge and expertise to create a solution.

The figure to the right shows the variety of styles they had hired for this job role. The second figure below shows the profile of what the management team thought was the ideal role for the job. The third figure shows the profile of the most recent hires. Analyzing performance and tenure indicated the recruiting focus was not accurate.

The solution was developing a recruiting strategy that focused on the right type of applicants so that performance, culture and retention could achieve a high success rate. Your team has an opportunity to develop the same process and tools to maximize productivity and benchmark to achieve your goals.

The Extended DISC assessment is a key tool in recruiting processes because of its' ability to assess both the unconscious and conscious mind and the behavioral components matching a specific organizational role.



EXTENDED DISC Overview

Extended DISC is a set of assessment tools that provides great organizational value, focusing on the successful behaviors of individuals, teams and organizations. The tools provide practical information to help you in the recruiting process, with five available reports to help:

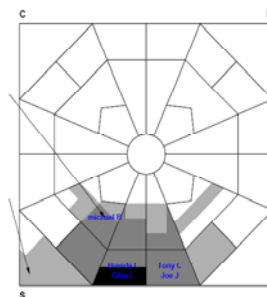
- Define profile that aligns with job
- Assess job fit
- Define training gaps
- Increase onboarding success
- Improve performance

The five reports used in the recruiting process are:

1. The Job Profile
2. The Candidate's Profile
3. Gap Analysis Report
4. Work Pair Analysis
5. Group/Team Report

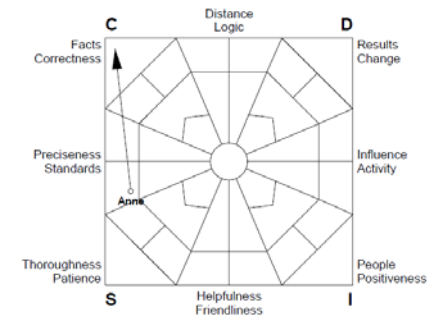
- 1** The **Job Profile** assists us in creating and understanding the right behavioral components for success.

It helps provide the team a common guide in screening, interviewing and hiring the right candidates for each role. A key data point in the decision-making process, we don't eliminate the candidate if they don't match the profile, but we do know how to tailor the interview process to increase hiring success.



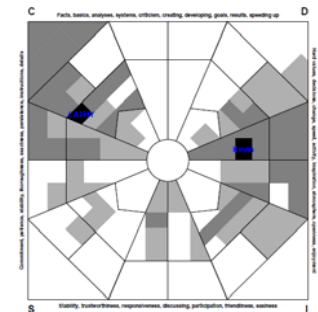
- 2** The **Personal Analysis** (the candidate's profile) is a behavioral assessment that analyzes the unconscious vs. conscious behavioral tendencies. The unconscious profile is the most important profile and should have some commonalities to the job role and description. The Extended DISC assessment is:

- Completed on-line
- Takes only 10-15 minutes
- Multiple languages
- Costs \$50 per candidate
- Accurate

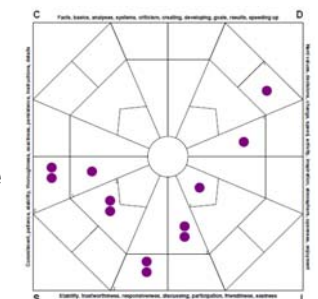


- 3** The **Gap Analysis** compares the candidate's profile to the job profile and indicates gaps that can be utilized to address training and on-going development needs.

- 4** The **Work Pair Analysis** compares two people and is commonly used as a tool to assist the onboarding process. The 4-page report is designed to improve the relationship of the new employee with their manager, with guidance for communication, delegation and coaching.



- 5** The **Group Report** depicts all of the candidates on the same page and provides valuable analysis to understand each other, build teams and improve performance. This eight-page report can include up to 15 people.



REDUCE TURNOVER— MAXIMIZE PERFORMANCE

1 Develop & align recruiting strategy to the business strategy and culture

1

2 Customize recruiting strategy to specific job and business need

2

3 Develop job roles, descriptions & marketing profiles

3

4 Process the job profile for accurate search criteria

4

5 Source process for candidates to fit the job roles

5

6 Screening process: to reduce to the short list of candidates

6

10 Extend job offer and transition candidate to onboarding process

10

9 Interview, assess and select the right candidate

9

8 Train the hiring managers to recognize the right candidates

8

7 Conduct Extended DISC assessment on all candidates

7



Key Steps Involving Extended DISC

Evaluate and Ensure Effectiveness

