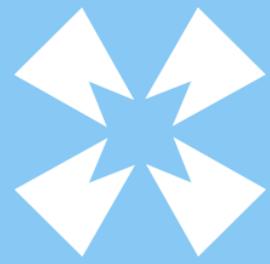


# MINDMILL (HR) SOFTWARE LTD

## SUCCESS PROFILING



Every manager who has hired an employee who did not perform as desired knows that the selection process can be an inexact situation.

During the recruitment and selection process, it is common that the selected candidates are those who meet the CV requirements and exhibit outstanding performance during the interview. Nevertheless, it is not expected that after hiring the new employee does not exhibit the expected performance or fit into the team.

A bad hiring has consequences for the company on several levels, particularly the financial costs.

Mindmill developed a solution that combines the requirements and specifications of employers regarding the ideal profile for a given position, to the results obtained by the respective candidates.

The best way to predict successful hiring is to define a unique success profile for a position in a given organization.

The characteristics that lead to success in one organisation might be different to another organisation, even for the same role.

Different cultures, team dynamics, role requirements and strategic priorities can make a big difference in the type of candidate who will be successful at the designated role.



### **MINDMILL SOLUTION**

Mindmill developed a tool that facilitates the decision-making process during the recruitment and selection process and, without errors, assures the best hiring choices, The Form for Analysis of Company Training and Selection (FACTS).

Mindmill FACTS is a tool used to assure maximum fit between the employee and job role.

The right defined profile allows you to quickly and accurately identify the competencies and motivations needed for successful job performance.

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## FACTS

Mindmill FACTS comprises a two-way process between you and a Mindmill specialist, which assists in defining the criteria and qualities needed to carry out a defined role effectively.

The first step in this process is defining the job and the attributes which are needed to carry out the defined role.

Thus, it is essential to define together with the managers:

- A Job Description;
- A Person Specification.



## JOB DESCRIPTION

Fair employment guidelines recommend that objective and strictly job-related criteria are established at the beginning of the recruitment process and adhered to throughout.

The manager/HR department's first-hand knowledge of the job role will be fundamental to ensuring the correct identification of the Aptitudes, Skills and Educational Background required.

Mindmill ensures that requirements such as Qualifications/Attainments, Competencies and Skills, and a set of Essential Circumstances for a performance on the role are known.

Factors like Company Culture and Values are also taken into consideration since they provide value information to build the desired success profile.

## PERSON SPECIFICATION

Agreement on each section should be reached by all involved on what is necessary for the role, and once achieved, this interactive task will identify the Cognitive Abilities, Personality preferences and Motivations which are deemed important to succeed within the job role.

Based on the information collected through FACTS, a profile containing the desired CPI score (Capacity to process Information), Personality profile and Individual's natural biorythms or bodyclock profile will be generated.

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Candidates to the role will be submitted to Mindmill assessments, and test results will be followed by a percentage of compatibility to the defined ideal profile.

## HOW DOES MINDMILL FACTS HELP YOU FIND THE IDEAL EMPLOYEE

Mindmill ensures that the Person Specification contains genuine, and justifiable criteria do perform the role and that these don't exclude, even if inadvertently, certain groups of candidates.

All Mindmill tests assess natural abilities to learn new skills rather than learned curriculum, allowing employers to assess a candidates's raw potential.

Only top candidates will proceed to the interview, and employers will decide among the top candidate, the one that better suits the role at the company.



## GET FACTS

**Chat with a member of our team**

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