



**PARAMOUNT**

MORE THAN A NAME.™

# 5 STEPS TO FINDING TOP TALENT

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The recent downsizing has made it hard to deliver the level of quality work needed. By bringing in additional talent and resources you can trust, you can get the support you need so you can focus on what matters. We wanted to share our five step process to finding top talent in our industry.

1

## SURVEY (CANDIDATE SCREENING)

- Discover a candidate's strengths and areas of developmental needs.
- Identify a candidate's personality with a prescreen survey to learn their management style and behavioral drivers.

2

## CANDIDATE INTERVIEW

- Run objective and compliant interviews to assess their unique fit and identify qualified candidates quicker while minimizing risk.
- Carefully consider the same interview questions you ask during each step of the process to ensure you're evaluating all candidates equally.

3

## CANDIDATE ASSESSMENTS

- Utilize an objective Caliper assessment test that accurately measures personality characteristics and motivations to predict on-the-job behavior and potential.
- Provide better understanding of a candidate's personality tendencies, strengths, developmental opportunities, and the types of positions to which they gravitate.
- Validate a candidate's skills and performance through hard skills tests.

4

## REFERENCE CHECK

- Streamline the reference check process for you and your candidates.
- Automate the use of reference checks to save you time by shifting the responsibility to the candidate while automatically summarizing the results.

5

## BACKGROUND CHECK

- Hire with confidence and certainty, knowing each candidate has been fully vetted.
- Reduce your risk and liability with industry-leading skills tests, automated background checks, and verifications.

**"Paramount invests in resources, like Hireology, in order to constantly find top talent within our industry. We have vetted hundreds of professionals over the past decade. "**



Everything we do is paramount. From our fanatical attention to detail and efficiency to our responsive communication, we go above and beyond to build lasting relationships.

