

# What is Compass Profiler?

Our services include the use and implementation of Compass Profiler -- the most advanced personality and performance management technology available today -- for attracting, recruiting and hiring top talent in the Natural Products industry. Compass Profiler generates accurate, insightful, and easy-to-understand reports that have immediate practical value in any business environment, and is used by thousands of organizations interested in creating High Performance Cultures where employees are considered valued assets.

## What is Compass Profiler?

- Software that blends the accuracy of personality profiling with the power of behavioral psychology.
- A technique that has been scientifically verified and is proven to help us find the right candidate to fit your vacancy.
- A comprehensive, integrated assessment, selection and employee development process.
- An indispensable online recruitment tool to help you hire the best.

## How does Compass Profiler work?

- The client company/hiring manager defines the ideal personality profile for the position by completing a brief online Job Profile Survey.
- Candidates interested and qualified for your position will be surveyed in 5-10 minutes online prior to interviewing with you.
- Candidates will be asked to complete a survey with 50 adjectives. They are required to score how each adjective best describes their personality. Each adjective is statistically linked to one or more of the traits that Compass Profiler measures.
- The system will automatically match the personality profiles of candidates to your pre-defined job profile.
- The system provides meaningful insight into the applicant's personality and their "degree of fit" with your position, as well as your corporate culture. You will be provided with an immediate, easy-to-understand report to help you better assess the candidate.

## What are the benefits of using Compass Profiler?

- Compass Profiler provides improved accuracy and efficiency of the hiring process.
- Compass Profiler has been scientifically researched, developed and validated. Further, the system is fully compliant with current employment legislation.
- Builds an image among job candidates that your organization is a forward-thinking, fair, and attractive employer, an employer of choice in your market space.
- The system will automatically score and rank each candidate, identifying the closest matching candidates immediately for higher priority.
- Creates a Field Selection process that adds value to the company's bottom line by dramatically reducing time-to-hire, cost-per-hire and cost of a bad hire.
- Each candidate profile is based upon 14,000 statistical calculations. Calculation is done in seconds, and it provides a quick, unobtrusive, unbiased summary of the true personality of the candidate.

## Compass Profiler measures, and is based on, personality traits which include:

- Dominance: Hard Driver, Competitive, Confident
- Extroversion: Optimistic, Gregarious, Team Oriented
- Patience: Paced, Persistent, Harmonious, Good Listener
- Conformity: Perfectionist, Detailed, Traditional, Likes Order
- Conscientious: Energetic, Copes with stress, Helps out, Ethical

Compass Profiler has been designed to quickly and accurately identify the characteristics of a candidate without them being able to understand what is being measured. The system is highly accurate in its ability to predict the personality traits of candidates. By analyzing their responses, Compass Profiler will automatically generate a personality profile. There are so many potential permutations of the report that statistically, you would need to produce 226,560 profiles before finding an exact duplicate. These responses help you match the right person to your target job.