TRIBERO
purpose & fulfilment

4D
DIAGNOSTIC · DESIGN · DELIVERY · DECISION
TALENT ACQUISITION

4D TALENT ACQUISITION

"The chances are good that up to 66% of your company's hiring decisions will prove, in the first twelve months, to be mistakes."

PETER DRUCKER, Management consultant and author

Building High Performance Teams
Aligning behaviours to cultural fit, team dynamics and job success

1 ## Diagnostic
Create ideal candidate profile
Identify the characteristics of your ideal candidate including key success factors for the role, team fit and cultural alignment

2 ## Design
Unique digital assessment
Develop a customised and unique job performance formula around key behavioural success factors and a cultural benchmark against company values

3 ## Delivery
Dynamic talent dashboard
Screen potential candidates using an online objective assessment to create your shortlist displayed via the automated and interactive talent dashboard

4 ## Decision
Make a confident choice
Identify super-shortlist and successful candidate through the assessment summary and advanced interpretation. Attract and onboard with confidence

What is 4D Talent Acquisition?

The unique 4-step approach maps the acquisition journey from start to finish and is completely bespoke to match the requirements of the role and the cultural fit of your organisation.

The 4D process enables us to find the right person for the right job. We work with you to facilitate and develop a customised and unique job performance formula, including behavioural success factors, which objectively measures for both candidate eligibility and suitability.

Results from the objective digital assessment are used to screen all candidates to identify your talent pool and create a strong shortlist of high-potential candidates for the interview phase.

Comprehensive reports, interview and attraction guides help you to explore the fit and expectations of both organisation and candidate, so you can make a confident decision.

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Key Business Benefits
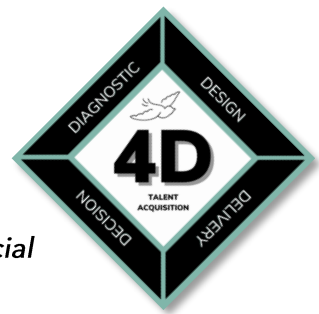
- ☑ Put behaviours for job success at the heart of your acquisition and get the right people in the right roles

- ☑ Improve the success rate of your hiring decisions with objective assessment to avoid bias and impulsive hiring decisions

- ☑ Better alignment to the job role to bring increased performance and productivity

- ☑ Improved employee engagement and retention through better cultural fit

- ☑ Avoid the cost of a 'bad hire' which can be up to 350% of a candidates salary

- ☑ Save up to 80% administration time in reviewing CV's

- ☑ Build a talent pool for critical and key role succession planning

Avoid the emotional and financial pain of a 'bad hire'

Key Features

What our clients say

"The process of hiring my next recruit has been like night and day compared to before using 4D. I am absolutely certain each successful candidate is going to be the right fit with the right skills and will be working with my organisation for many years to come."
Alistair Crerar, Managing Director, Acre Design

"We've reduced our whole acquisition lead time from 6 weeks to just get to the first interview to 6 weeks in total, and we are now able to screen high potential candidates for interview immediately from the talent dashboard – using this system gets the right people in place without losing time."
Isabelle Huysmans, General Manager EMEA, Microline Surgical International

"4D enables us to confidently identify when a candidate is not right for a particular role – which is just as important to your business as hiring the correct candidate and should never be overlooked or underestimated in terms of cost to the business."
Brian Scott, HR Manager, Entek International

- ☑ Award-winning unique objective digital assessment featuring predictive talent analytics, measuring 175 behavioural factors, including traits, interests, preferences and intrinsic motivators

- ☑ Unique, customised job performance formula and cultural benchmark aligned to specific role requirements and organisational core values

- ☑ Digital candidate entry, screening and shortlisting of high potentials. Automated process to manage unsuccessful candidate care

- ☑ Candidates objectively scored and automatically ranked for eligibility, suitability and identified job success factors on interactive talent dashboard

- ☑ Personalised reports and advanced assessment and interpretation to reveal strengths, weaknesses and behavioural patterns

- ☑ Individualised structured interview guides for your talent shortlist plus attraction and onboarding reports for your successful candidate

4 options available to match your organisation's requirements.

4D ENTRY	4D LITE	4D	4D PLUS
Standard Reports	Reports and Interpretation	Customised to your organisation	For high volume applicants

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info@tribero.co.uk
www.tribero.co.uk

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