



How the XFACTOR Process Works



We'll have an initial meeting to go over all your successes and failures. Together, we'll form a road map for successful hires. You'll answer some key questions to help us create an XFACTOR profile for each position.



After we review your criteria, we'll develop the XFACTOR profile and a detailed job description. We'll also set up your XFACTOR profile online. The clients who assess early are also EEOC compliant and save much more time because they can automate the early stages of the process.



We will attract candidates through social media outlets **and** various job boards. Since only 20% of the workforce is "active" on job boards, it's important to include resources that will tap into the "passive" candidates.



Your candidate takes the assessment, answering approximately one hundred questions in all. This could be a combination of the integrity test, cognitive test and personality test.



After your candidate finishes the assessments, the results are emailed to us, usually within minutes. We will focus on those Recommended. We will then compare the Recommended candidates to your XFACTOR criteria. We will then select the highest XFACTOR Scores.



We phone screen the top XFACTOR candidates.



We do a structured interview with those that pass our phone screen.



Those that pass our structured interview will be scheduled for a face to face interview with you. You will also be given a copy of the XFACTOR so that you may target your questions specifically to areas of concern.



Choose your final hire.