



Job Matching Case study





Selecting sales personnel
for Allianz – Slovenská
poistovňa, a. s.

Goal:

- ✓ Due to many applicants for the roles, there is a need to improve recruitment and reliably identify candidates with the potential for success from the outset.

Solution:

We introduced a **battery of 4 psychodiagnostic questionnaires**, which covers the internal competency profile and is also suitable for the hiring of sales staff.

-  Multifactor personality profile
-  Multifactor work profile
-  Career compass
-  Communication style questionnaire – assertiveness

We set up a **Job Matching profile**, which expresses a percentage match with the internal competency profile (Target Profile Allianz – SP)*.

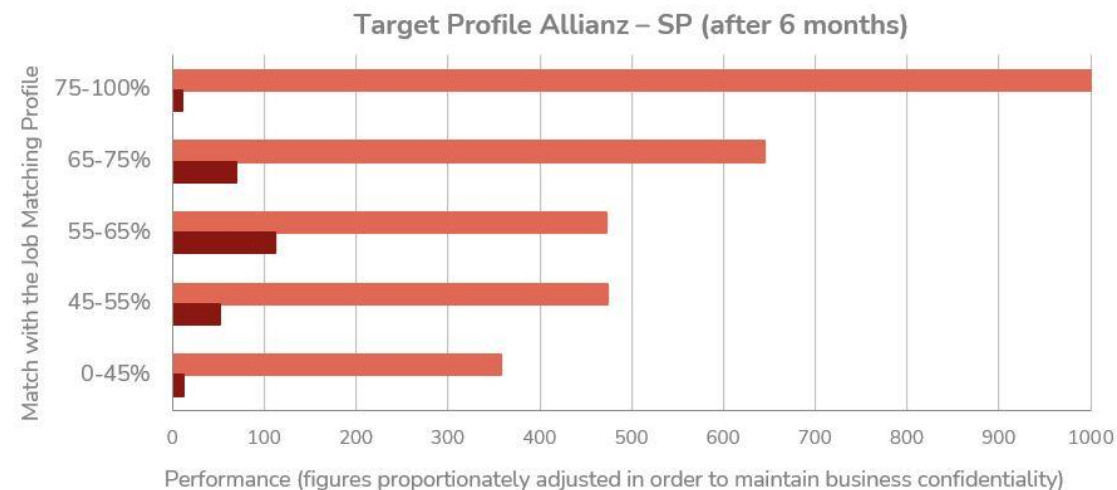
**The main basis for selection is the internal competency profile: Target Profile Allianz – SP.*

Results:

- ✓ In 2018 and 2019 over 3000 candidates underwent the selected battery of tests.
- ✓ After induction and adaptation (3 and 6 months after hiring) the performance of individual sales personnel was evaluated.

MATCH IN JM PROFILE \geq 75 % \rightarrow 2x GREATER PERFORMANCE

The Job Matching profile **was able to reliably identify candidates who**, after only six months in the company, **achieved more than double the sales performance** of candidates who attained a low percentage match with the Job Matching profile.



Performance of employees in the given category
Number of employees in the given category

Job Matching

Select those with whom you will succeed

- ✓ Find out who the **best candidates** are for specific roles
 - ✓ Increase your team's **performance**
 - ✓ Easily **identify talent**
 - ✓ Boost results by up to **100%**
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- ✓ Set up the optimal profile expertly or based on statistics
 - ✓ Choose from **over 100** possible **personality characteristics**

TCC online

