



Job Matching – case study

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







Background:

- ✓ Many applicants for the roles.
- ✓ The main basis for selection is the internal competency profile: Target Profile Allianz – SP.

Goal:

- ✓ The need to improve recruitment and reliably identify candidates with the potential for success from the outset.

Solution:

- ✓ We introduced a **battery of four 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).



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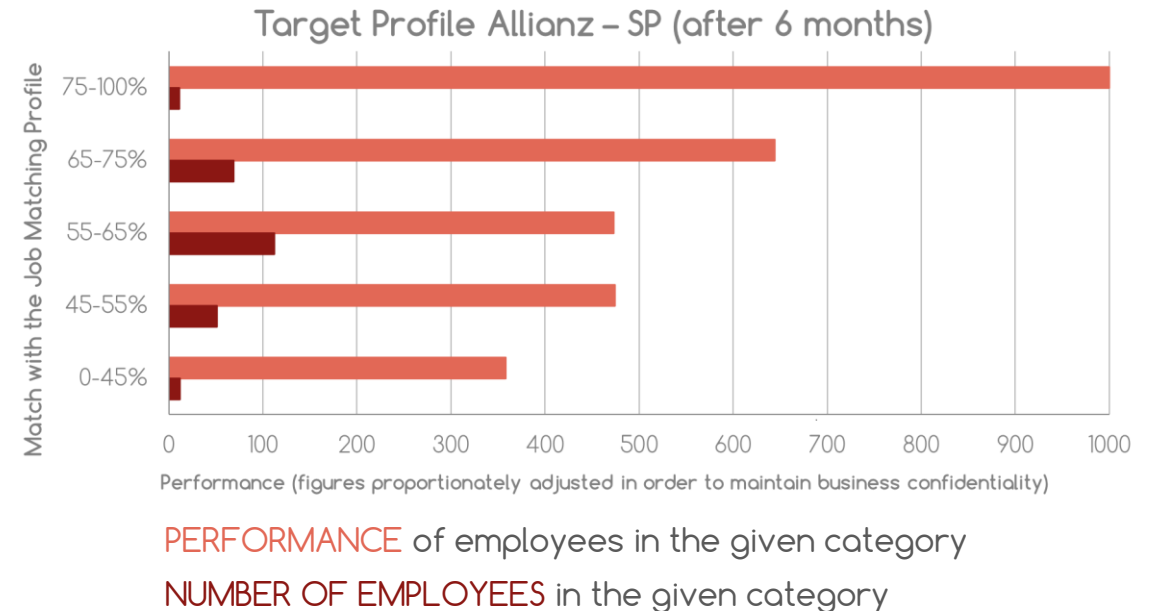
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Results:

- ✓ 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.



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.

