

# Talent Management

## Luck or Logic?

Following intuition, gut feelings and past experience generally works when it comes to identifying, hiring and promoting talent. But this system can be enhanced and retention rates increased when these decisions are quantifiably substantiated with data.

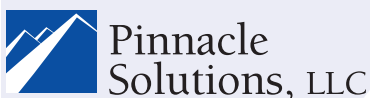
By incorporating a process that assesses and measures both the job and the people, businesses can turn many hiring decisions into logical choices that produce results.

## Assess, Benchmark and Measure Performance

Pinnacle can help your organization objectively benchmark jobs, assess the talents required to successfully perform jobs, and predict performance through The TriMetrix™ system – an innovative talent management tool.

This unique system systematically analyzes a candidate's talents against the attributes of the job. The results speak for themselves: maximized employee performance, increased employee retention, and employee strengths that are leveraged for business growth.

**For more information about how Pinnacle Solutions can help your company maximize employee performance, contact Hall Fogg today at 603-886-9190 or [pinnsol@earthlink.net](mailto:pinnsol@earthlink.net).**



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## Determining Workplace Performance

In order to reveal the motivations, behaviors, and the specific talents – or attributes – needed to be successful, Pinnacle uses the TriMetrix System's unbiased assessment tool.

Based on Axiology, the TriMetrix system is a mathematically accurate assessment that objectively identifies how people analyze and interpret their experiences. It identifies how people are most likely to react in any given situation. Basically, it examines how a person thinks, which helps both employer and employee to understand the patterns used to make judgments in the workplace. These measurements are translated into quantitative scores which can be more easily understood, compared and applied to the daily world.

## Understanding Behavior & Motivation

With an understanding of what motivates employees to act and the behaviors that result from those motivations, businesses can begin to more effectively match the right person to the job. Working closely with employers and employees, the TriMetrix system can uncover those behaviors and primary motivators, thus determining the best techniques for working with each individual.

Once identified, measurable performance plans for employers and self-development action plans for employees are developed to help to focus an organization's valuable human capital on achieving business goals.

## Successfully Applying Talent

Talent in an organization can be maximized when employees and employers fully understand how each employee ranks their values. For example, employees who instinctively seek to create order through detail in their lives would most likely thrive in detail-oriented jobs, while creative thinkers would be stifled. When employers unknowingly place creative thinkers in detail-oriented positions, they are setting up those employees for failure.

When both employer and employee understand the value systems and factors that drive behaviors and the attitudes that move individuals to action, talent can be maximized and performance managed with genuine enthusiasm and commitment from both sides.

By systematically uncovering the attributes, behaviors and values that each employee brings to an organization, businesses can successfully benchmark jobs and assess the talent required for maximum job performance.

