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## **SkillSurvey Launches the Candidate Comparison Report** *Enables Reference Check to Serve as a Screening Tool Prior to Job Interview*

Wayne, PA.--(December 14, 2009) —SkillSurvey, Inc. has introduced a new capability within its Pre-Hire 360® reference assessment software -- the ability to dynamically compare multiple job candidates across a variety of behaviors. The Candidate Comparison Report enables side-by-side comparisons for up to 20 candidates in a composite view that assists with qualifying candidates early in the selection process.

The Candidate Comparison Report will be included as a core component of SkillSurvey's Pre-Hire 360® enterprise software solution, which gathers feedback from a candidate's work references using a behaviorally-based questionnaire. Each of the 100+ available assessment surveys covers behaviors and skills that correlate to success in a given job category. The results for each individual candidate can now be compared with those of other candidates in the Candidate Comparison Report.

"Being able to compare and contrast the skills and behaviors of multiple candidates, as measured by their references, changes the dynamics of the whole selection process," claims Ray Bixler, CEO of SkillSurvey. "Because you can rank order candidates on a range of behaviors, the information becomes most valuable *before* the candidate interview. Companies can use the Candidate Comparison Report as a screening device to reduce the number of candidates they choose to interview, thus saving time and travel costs. And, they can use it to guide the direction of the interview itself to ensure that recruiters or hiring managers explore anything of concern that comes to light in the assessments."

Data within the Candidate Comparison Report are presented in color-coded dashboards that have instant impact and meaning. The dimensions include:

- *Overall Score:* the composite score on all survey behavior questions for each candidate
- *Summary Ratings for Competency Clusters:* the results by candidate on questions that collectively make up a competency set such as "Interpersonal Skills" for example.
- *Level of Agreement between References:* the variability in raters' scores for each of the selected candidates
- *Response Rates:* candidate turnaround time on inputting reference contact information and reference turnaround time in completing the online survey

"The Candidate Comparison Report builds on our mission of providing recruiters and hiring managers with candid behavioral feedback that empowers them to make better hiring decisions," continues Bixler. "Additionally, our use of a consistent methodology across all candidates delivers an objective analysis that is always audit ready. These two features alone will serve to elevate the value of the recruitment function to the rest of the organization."

**About SkillSurvey:**

SkillSurvey is the leading provider of online reference assessment solutions that increase quality of hire and improve recruiting efficiency. Using SkillSurvey, organizations improve the quantity and quality of information they collect regarding a candidate's past work performance, providing better information to recruiters and hiring managers as they make decisions on new hires. SkillSurvey also significantly reduces time and money spent on reference checking. This breakthrough, patent-pending approach to reference assessments is based on over 25 years of research in job competency modeling. More information is available at [www.skillsurvey.com](http://www.skillsurvey.com).