

Behavioral Strength Assessment

Providing additional insight for better candidate selection

Bringing Value to the Interview Process.

To help companies better understand and match a person's natural behaviors and find the best "fit" for a role, Gilman Partners offers, as part of our retained search process, the Gilman Partners Behavioral Strength Assessment (BSA). It is a unique service offering which is proven to bring value to the interview and hiring process.

The BSA is a comprehensive approach that reveals tangible, objective data about a person's natural behaviors and tendencies. It helps companies better assess how successful a person will be in a role, and in the company culture. When combined with our recruiting expertise, the BSA becomes a very powerful tool for assisting clients in the evaluation and selection of top talent.

How BSA Works...

- Gilman Partners conducts face-to-face interviews with all viable candidates
- Top candidates are asked to take the online BSA
- Gilman Partners reviews survey results, shares results with candidates to clarify and add context to findings
- Each candidate's survey results are compared to the behavioral traits expected for the role to determine overall match potential.
- Gilman Partners reviews and discusses results with the client and develops questions to be asked in follow-up interviews with candidates.

A Few Highlights...

- Online survey takes candidates minimal time to complete
- Provides quick, accurate and reliable data
- Immediate results reveal a person's natural behaviors, providing the interviewer with more insightful questions to ask in interviews
- Better "fit" leads to higher job satisfaction,
- healthy morale and increased retention
- Enhances the employee selection process and results in better overall hiring decisions!

What Our Clients Say

"The Gilman Partners Behavioral Strength Assessment has provided us with insight we knew we were missing. Knowing how a candidate is naturally "wired," and where the candidate fits and doesn't fit our job model, has improved our approach to the interview. We are able to develop more specific questions about the candidate's behaviors and traits before the interview process. The BSA is a tool that provides that additional data point, helping us choose the best candidate for the job." - Chris Nawalaniec, Stedman

