

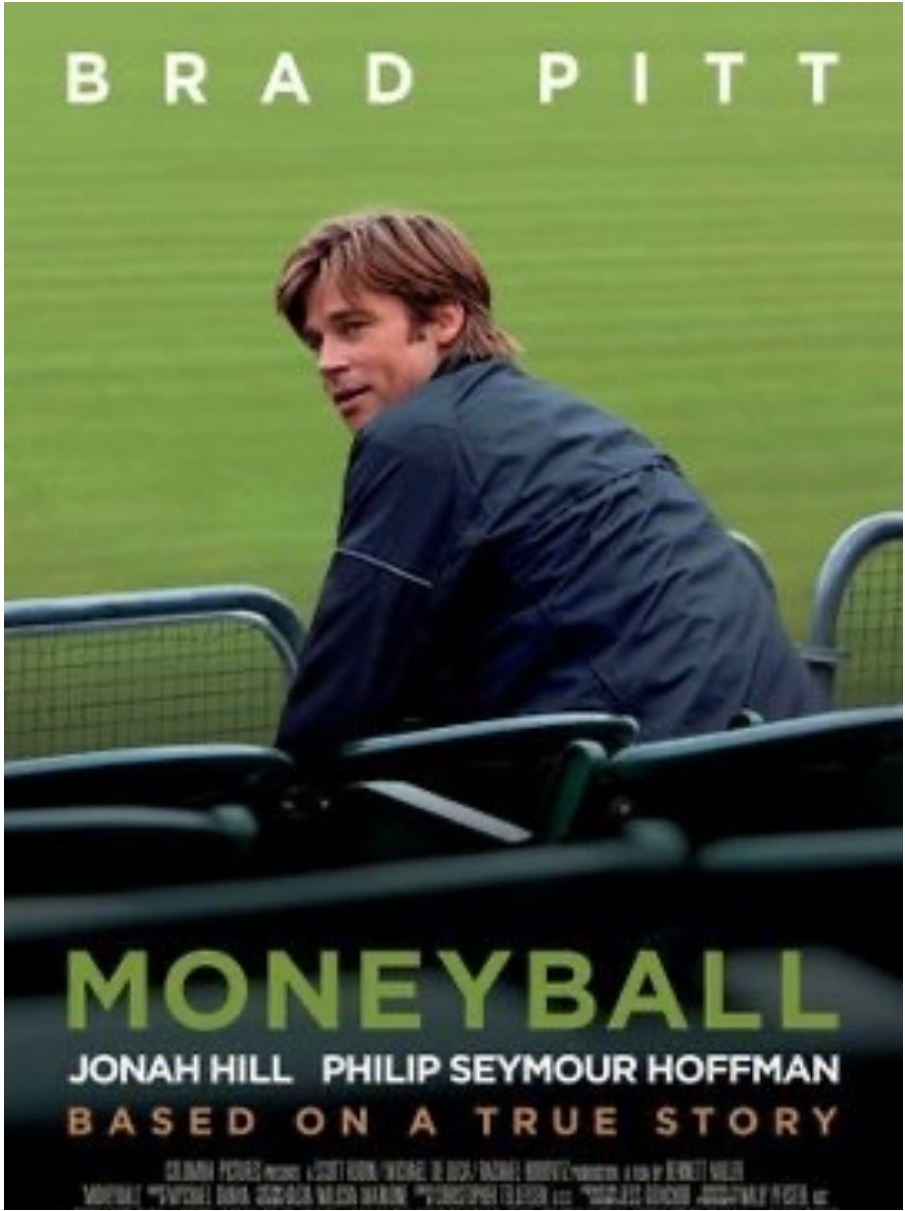
MONEYBALL

The Secret to Picking WINNING Candidates



Qualigence
International

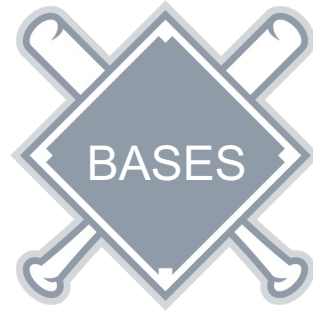
Presented by: Steve Lowisz





BATTING AVERAGE:

of hits/times
up to bat



SLUGGING PERCENTAGE

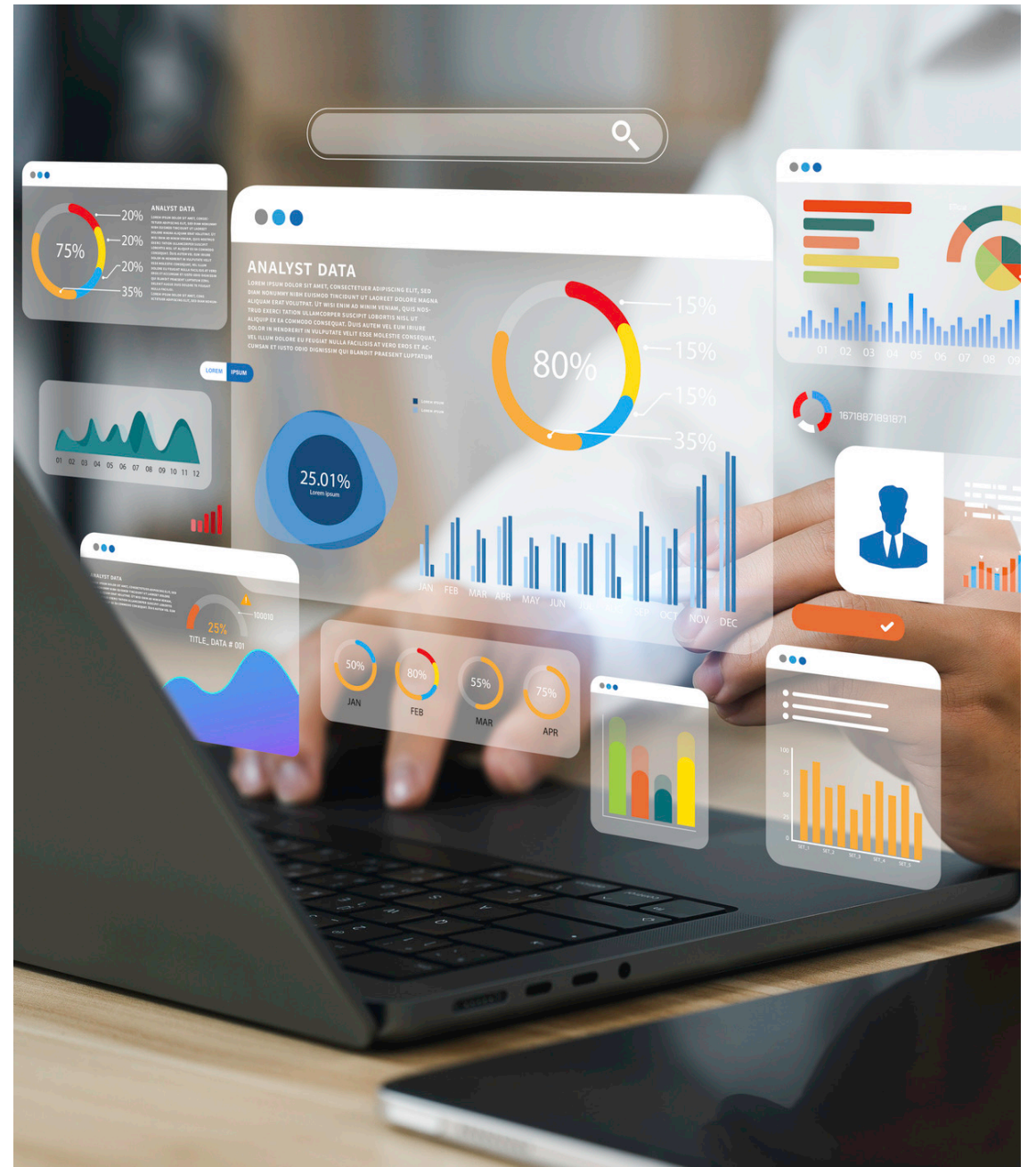
of bases/times
up to bat





THE PICK IS IN



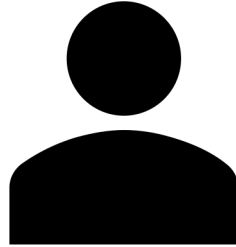


“It’s human nature to stick with traditional beliefs, even after they outlast any conceivable utility.”

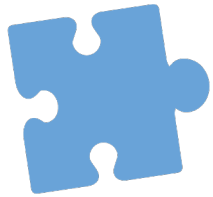
Jim Pinkerton
What Comes Next



Four Forces of Disengagement



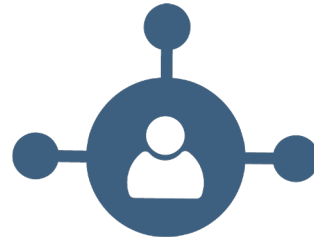
Misalignment with:



JOB



TEAM



MANAGER



COMPANY



How do **YOU** select candidates?



Experience

.06



Tenure

.00



Behaviors

.46



**Growth
Mindset**

.51

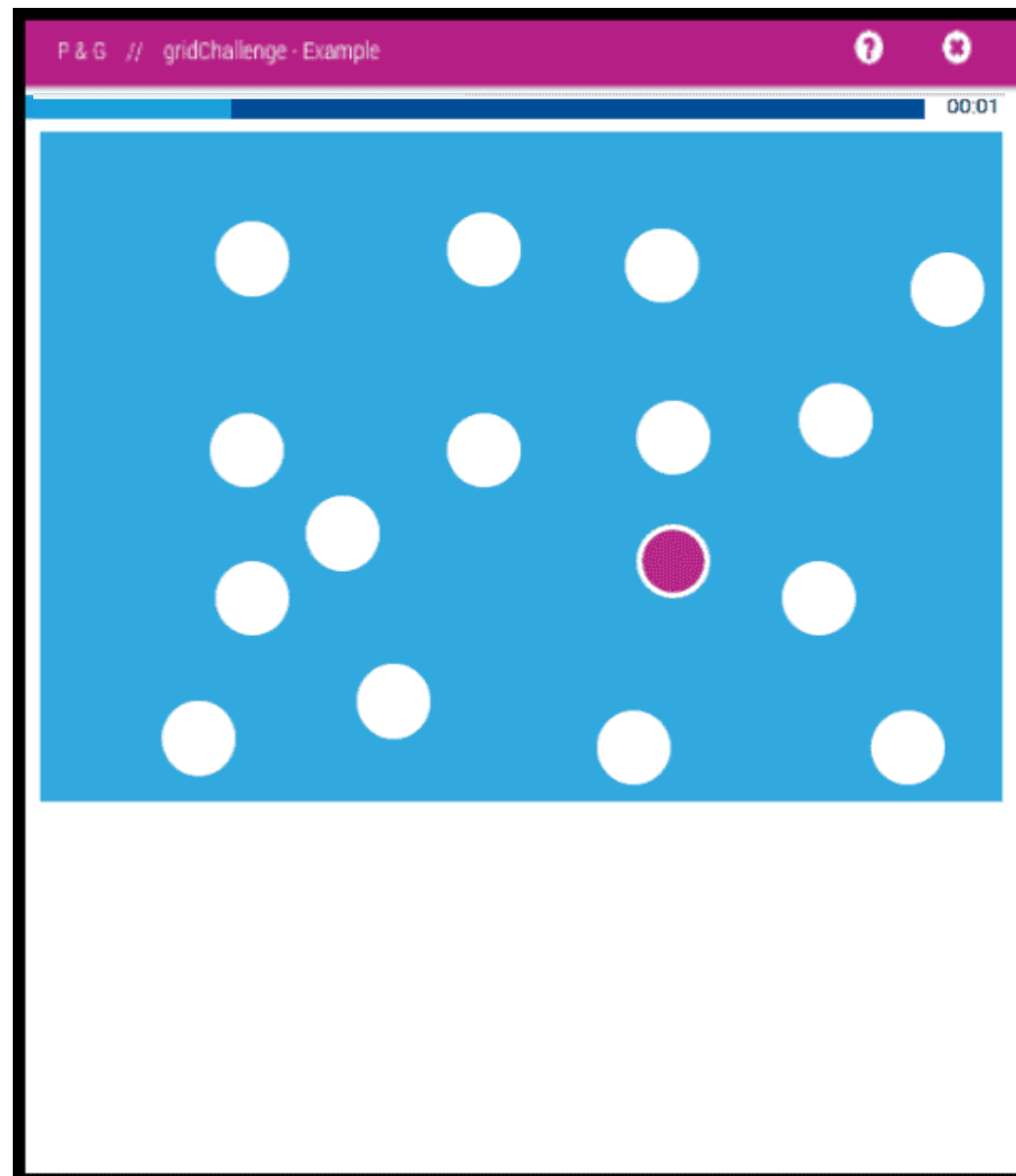


**GMA/
Cognitive**

.84

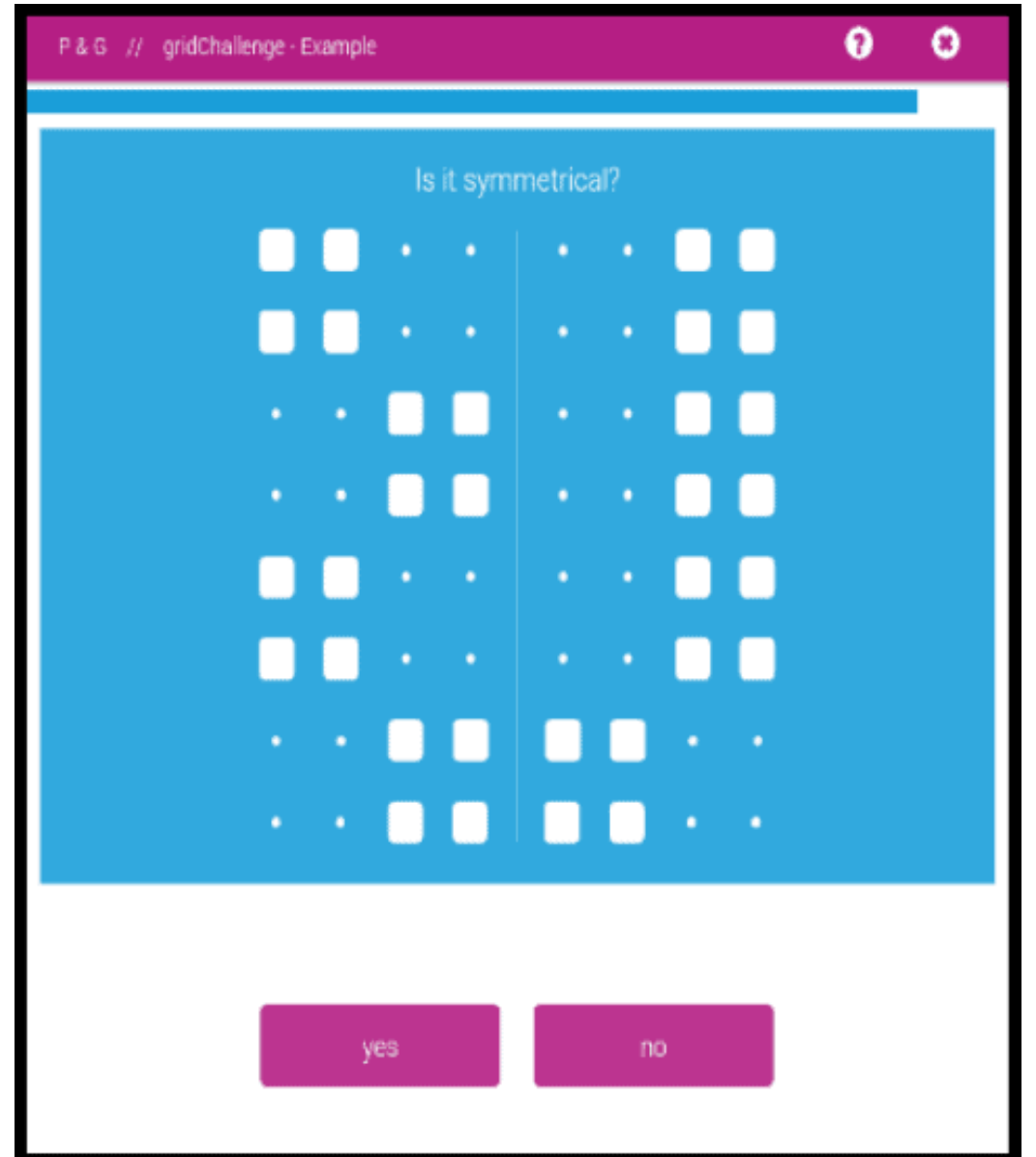


Memorization



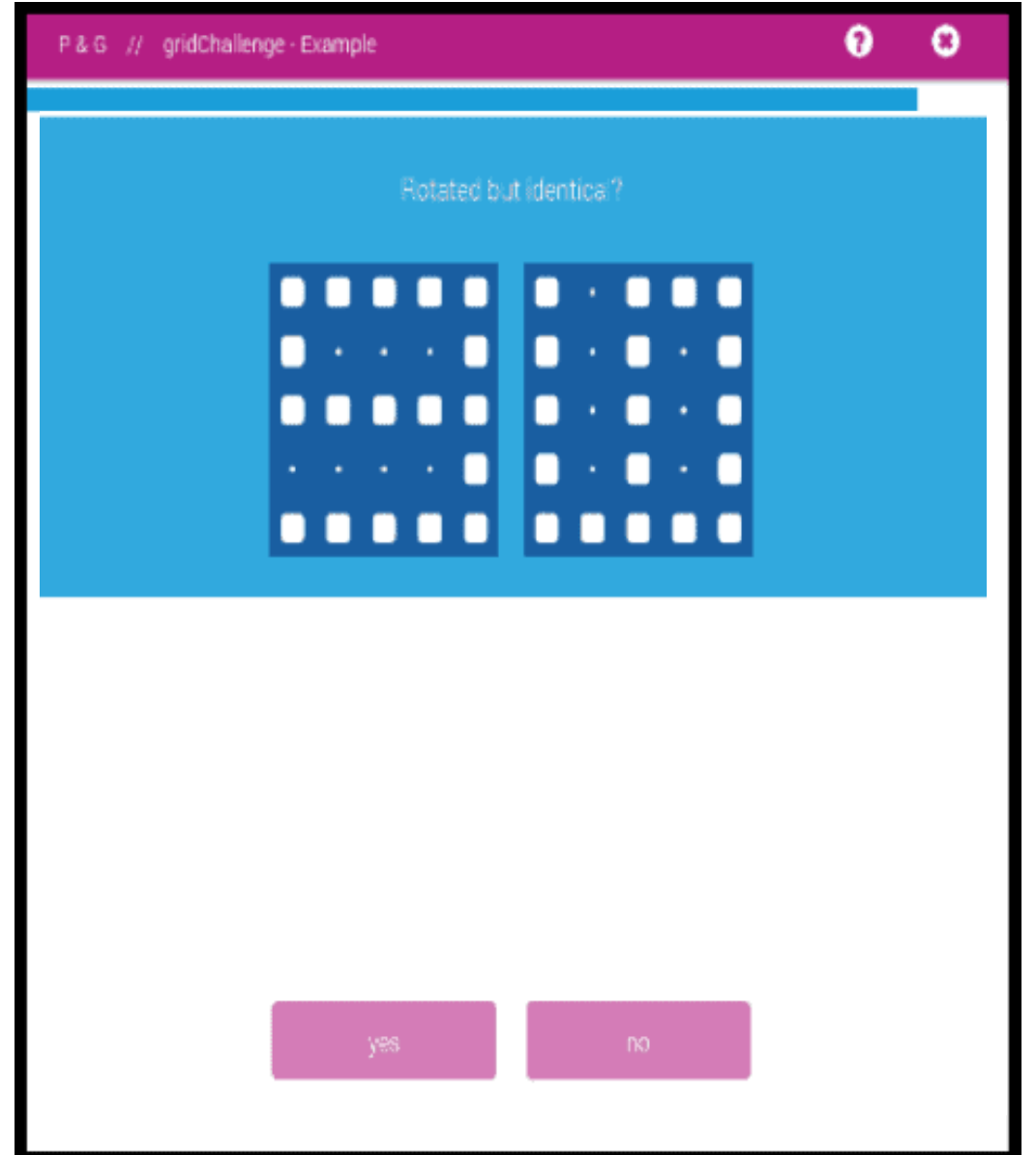


**Spatial
Awareness
Symmetrical**





Spatial Awareness Rotation





**TALENT
SCIENCE**

+



**BEHAVIORAL
SCIENCE**

+



**DATA
SCIENCE**



**PEOPLE
SCIENCE**



TALENT
SCIENCE

TALENT SCIENCE:

Need to know exactly the deliverables required



SPECIFIC

Each goal should be as specific as possible and answer the questions:
What is the specific goal?
How often or how much?
Where will it take place?



MEASURABLE

How will you measure the goal? Measurement will give each employee specific feedback and hold them accountable.



ATTAINABLE

Goals should push each employee, but it is important that they are achievable.
Are the goals attainable?



REALISTIC

Is the goal itself and timeframe realistic for the goal that has been established?



TIMELY

Do you have a timeframe listed in each SMART goal? This helps each employee be accountable and helps in motivation



BEHAVIORAL SCIENCE

BEHAVIORAL SCIENCE:

Objective Data and Tools

1

Align stakeholders
around job
requirements with data

2

Identify and visualize
job fit to ensure right
person is in the role

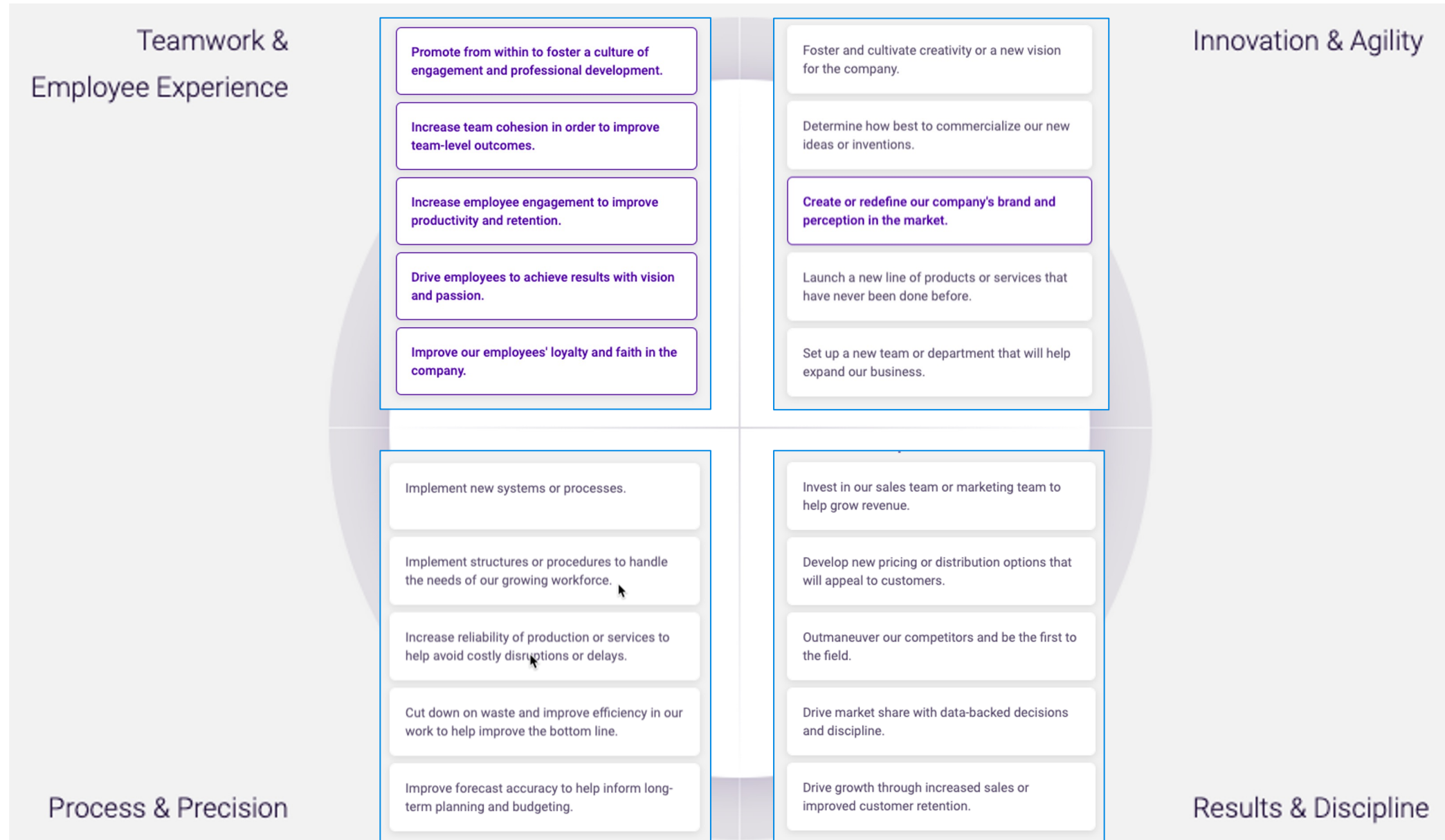
3

Use data to avoid gut
decisions and bias to
score candidates

4

Interview with
confidence and lighten
your workload

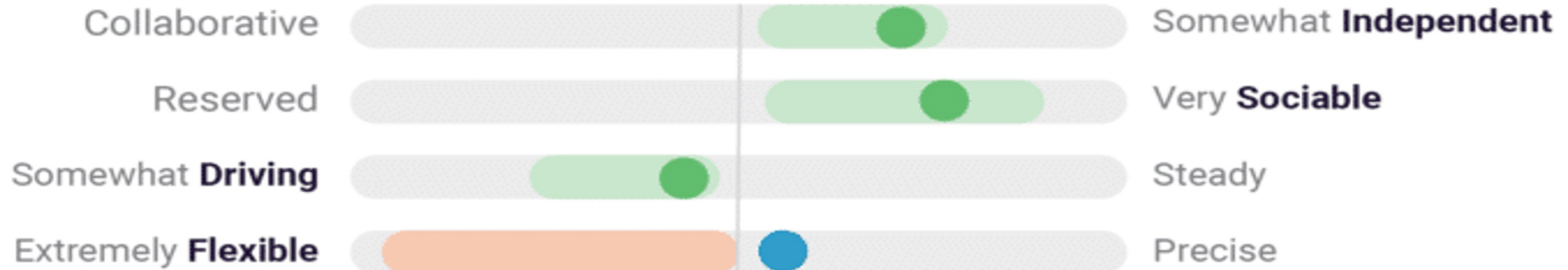
BEHAVIORAL SCIENCE: What's Your Priority



BEHAVIORAL SCIENCE:

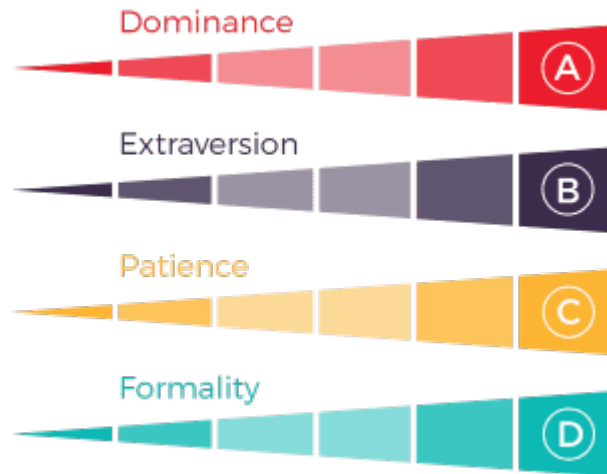
Who you need

Job Assessment

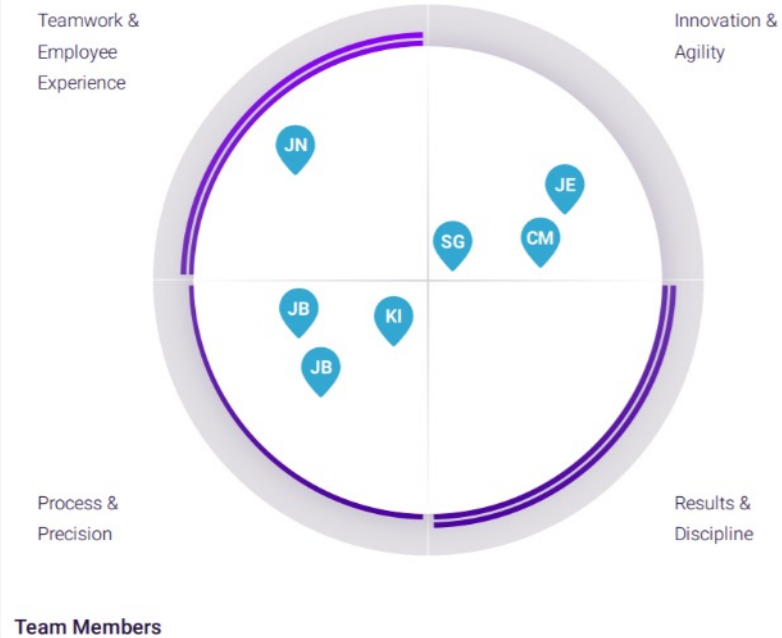


BEHAVIORAL SCIENCE:

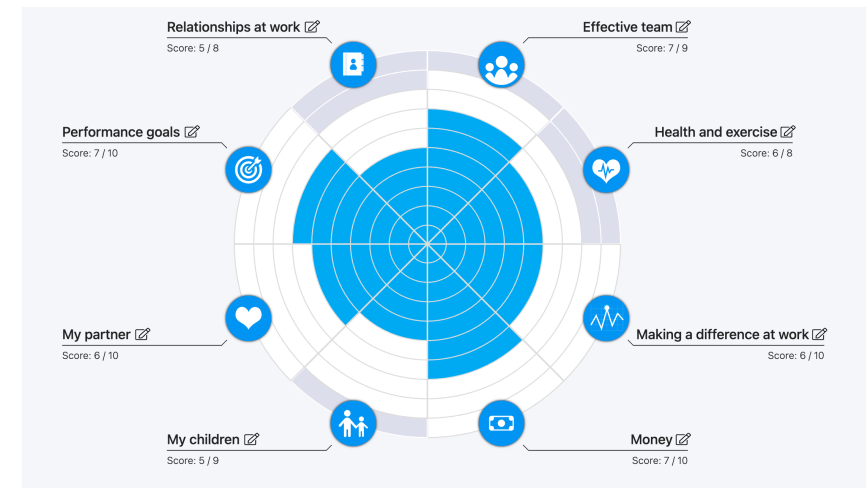
Who they are



How they work



What they want



DATA
SCIENCE



THINK ABOUT THE
DATA
WE HAVE ON
PEOPLE

```
#define ASM_VMX_VMREAD_RDX_RAX    ".byte 0x01, 0x00, 0x00, 0x00"
```

```
static __always_inline unsigned long vms_read(unsigned long vms)
```

```
{  
    unsigned long va
```

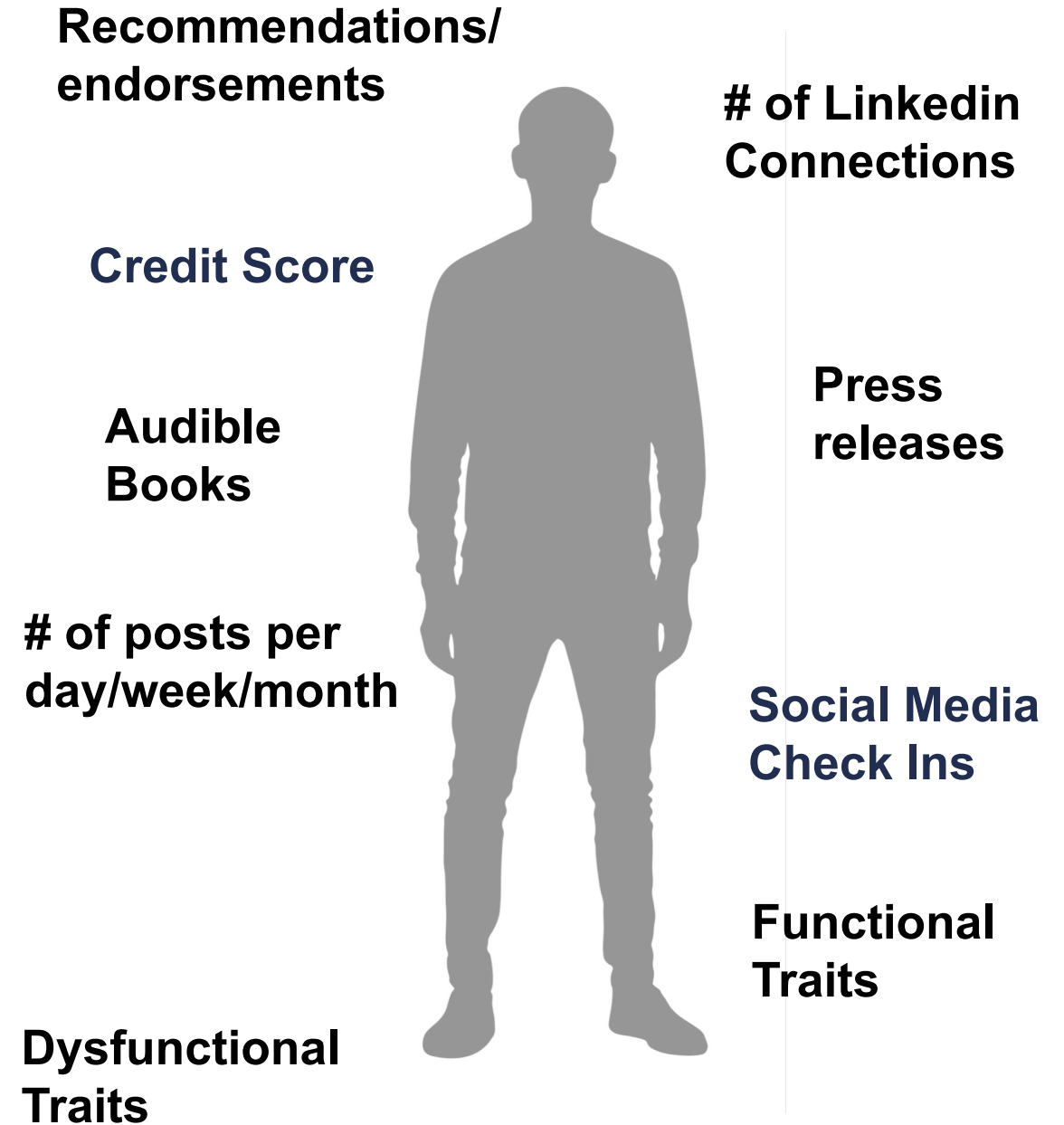
```
    asm volatile (":=r" : "r"(vms) : "r"(vms));  
    return value;
```

```
#include <stdint.h>  
int main(int argc, char *argv) {  
    intb4_t src = argci  
    intb4_t dst;  
    volatile
```

```
};
```

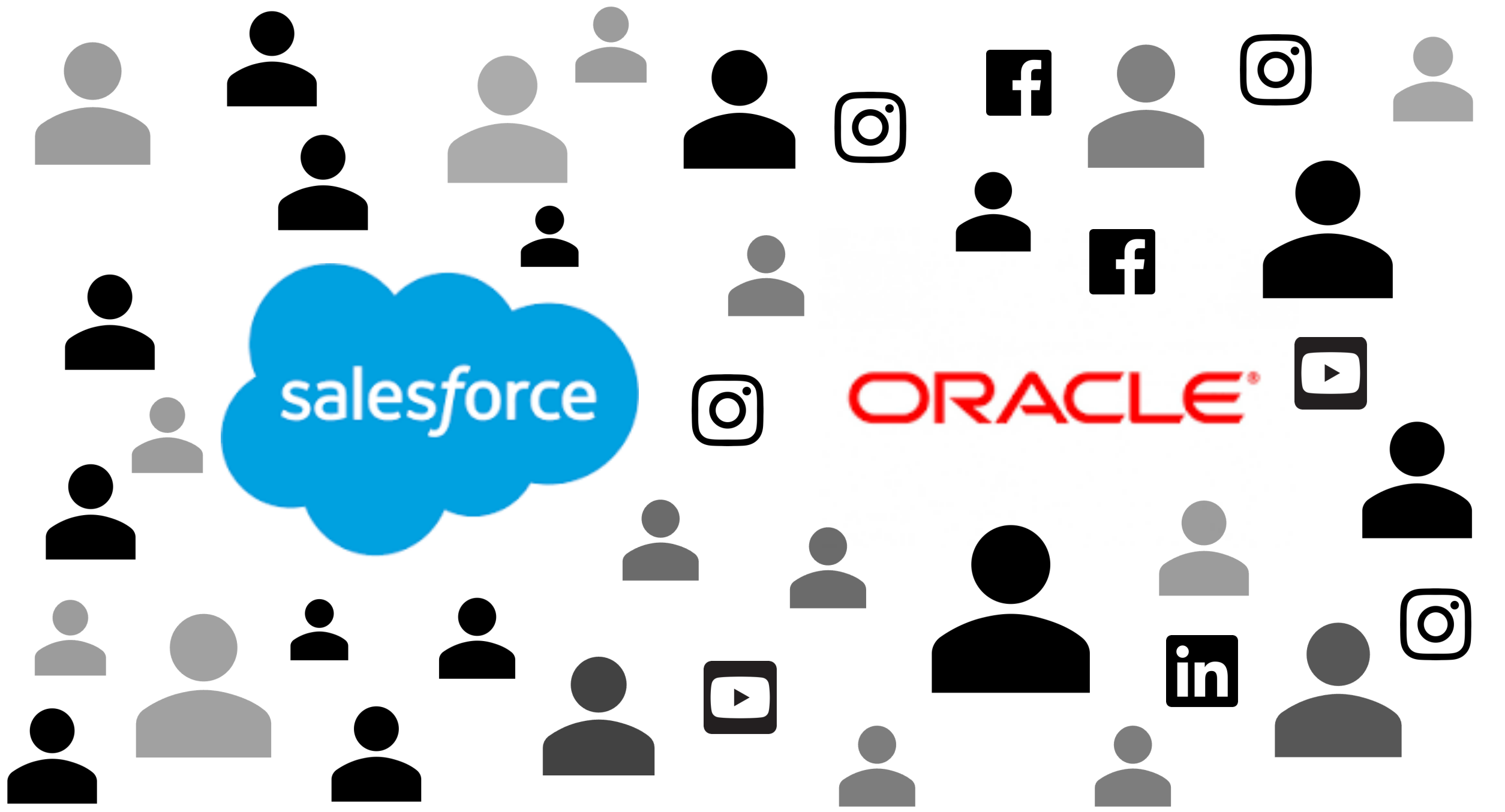
Could These Points of Data Correlate to Performance?

We are NOT looking for Causation, but Correlation





ORACLE®






**TALENT
SCIENCE**

Performance
Predictors



**STATISTICAL
ANALYSIS**



**DATA
SCIENCE**

Performance Data



**PERFORMANCE
FINGERPRINT**

DATA SCIENCE

DATA SCIENCE

Forensic inventory of 400+ traits

Aptitudes	Interests & Motivation	Dysfunctional Traits	Emotional Disposition	Values	Self-Regulation
Cognitive Agility	Career Interests	Dark Personality	Bouncebackability	Work Ethic	Self-Monitoring
Emotional Intelligence	Work Motivation	Self-Handicapping	Emotional Insecurity	Gratitude	Self-Compassion
Social Intelligence	Work Centrality	Cognitive Rigidity	Emotion Regulation	Equity Perception	Self-Determination
Practical Intelligence	Ambition	Destructive Leadership	Emotional Resilience	Guilt/Shame Proneness	Personal Growth
Cultural Intelligence	Competitiveness	Intellectual Arrogance	Uncertainty Intolerance	Honesty-Humility	Self-Esteem
Abstract Reasoning	Grit	Avoidance Coping	Emotional Labor	Integrity	Self-Efficacy
Personal Qualities	Skills	Abilities	Mindset & Attitudes	Health & Wellbeing	Sentiment & Opinion
Behavior Traits	Interpersonal Listening	Selling Self-Efficacy	Helping Attitude	Happiness	Job Satisfaction
Explanatory Style	Mind Reading	Self-Awareness	Self-Reliance	Burnout	Job Embeddedness
Patience	Interpersonal Versatility	Attributional Complexity	Work Locus of Control	Health Perception	Job Commitment
Curiosity	Coping Skills	Internal Control	Power Distance	Life Stress Index	Work Engagement
Empathy	Adaptive Selling	Team Orientation	Holistic Cognition	Positive PsyCap	Fairness Perception
Proactive Personality	Goal Orientation	Service Orientation	Innovativeness	Zest	Turnover Intention



DATA SCIENCE

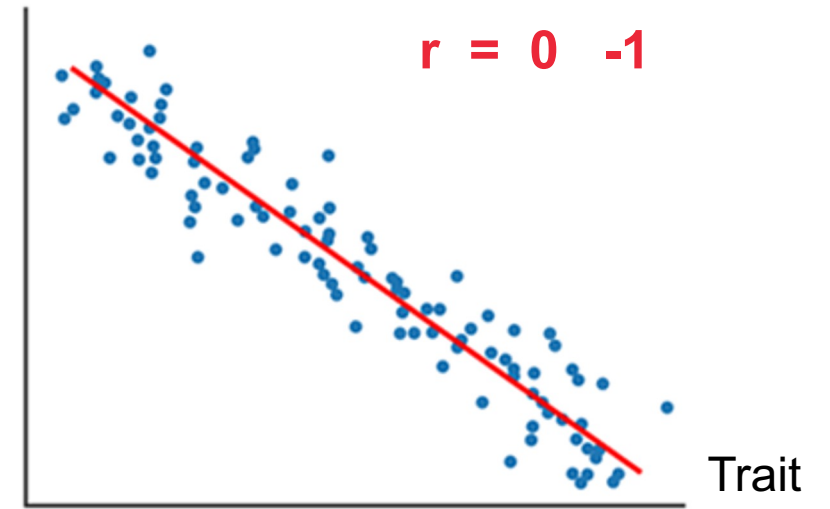
**PERFORMANCE
DATA**

eg. revenue \$



WORK ETHIC

Positive (+)



EMOTIONAL INSECURITY

Negative



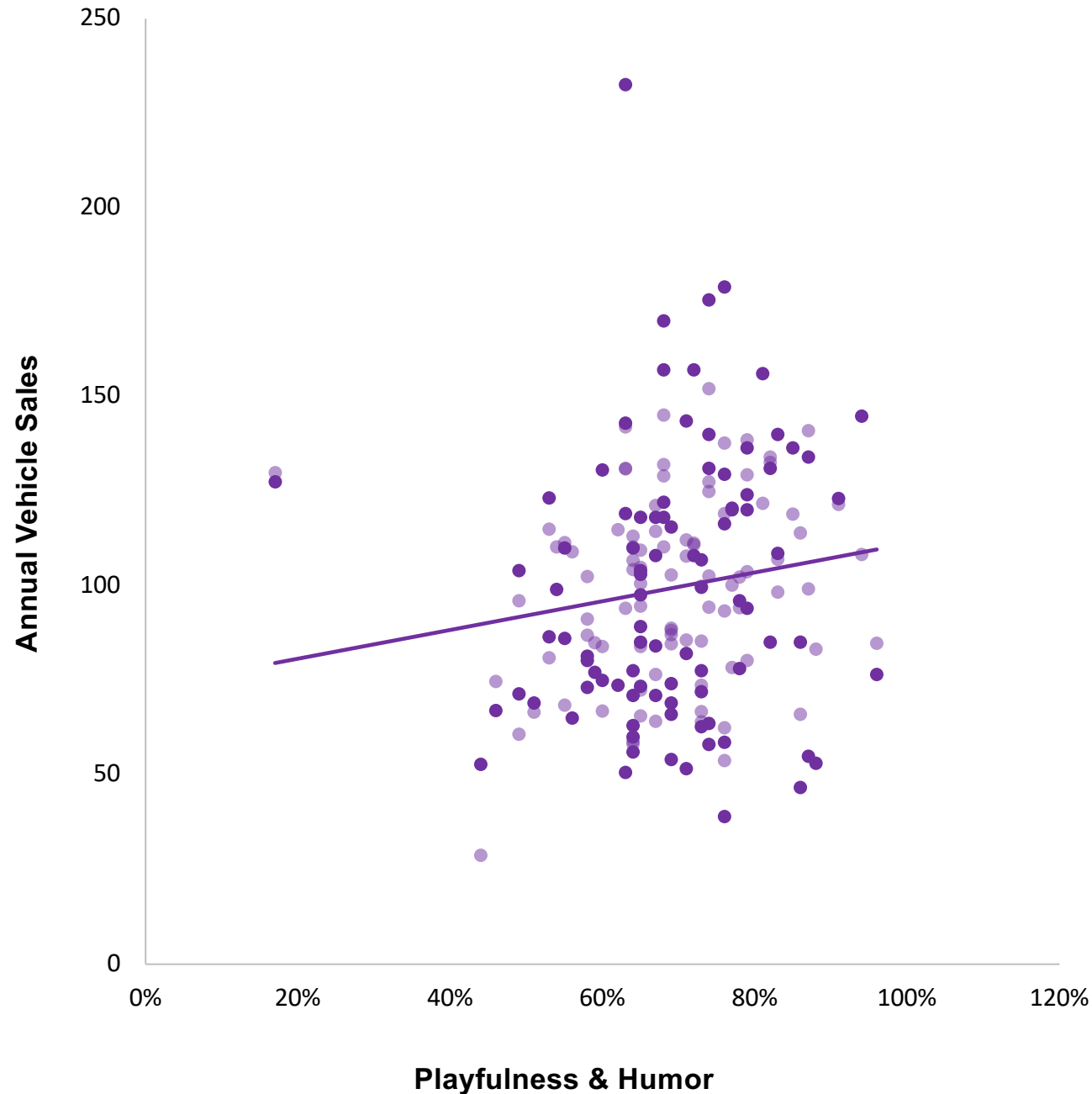
Playfulness & Humor

The measure of an individual's disposition that involves reframing a situation to amuse others, provoke laughter and make the situation more stimulating and enjoyable

Playfulness & Humor

is a predictor of luxury automotive vehicle sales.

Significant positive correlation between Playfulness & Humor and number of vehicles sold; as scoring for Playfulness & Humor increases, the number of vehicles sold increases.



Mean	69%
Median	69%
Mode	65%
Range	79%
Lowest	17%
Highest	96%

- Annual Vehicle Sales
- Predicted Annual Vehicle Sales
- Linear (Annual Vehicle Sales)

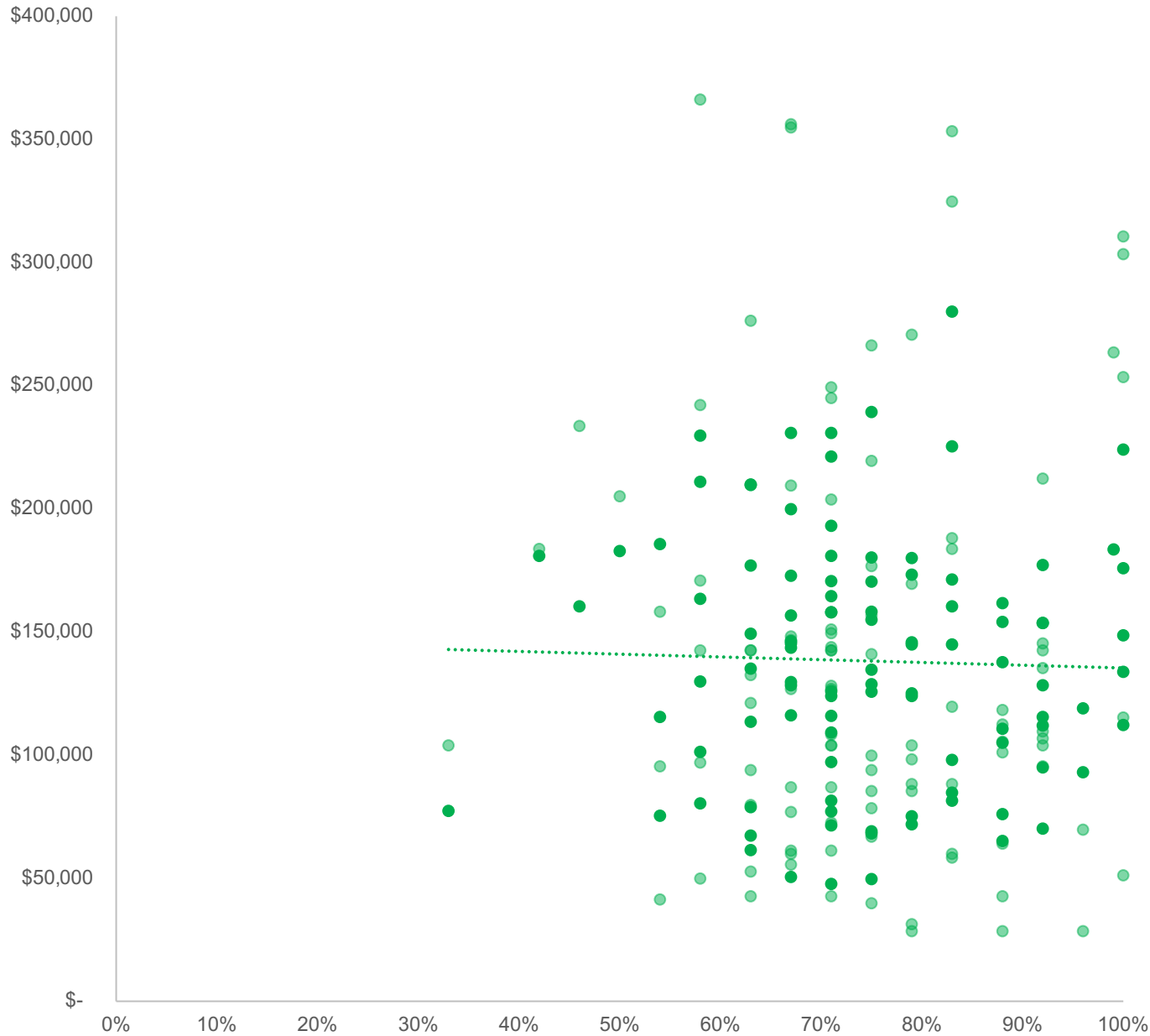


Gregariousness

Facet of Extraversion

The measure of the desire to affiliate with people and find the company of others pleasantly stimulating and rewarding

Quarterly Sales Revenue



Gregariousness | Extraversion

Mean	74.56
Standard Error	1.361321
Median	73
Mode	71
Standard Deviation	13.61321
Range	67
Minimum	33
Maximum	100
Count	100

- Quarterly Sales Revenue
- Predicted Quarterly Sales Revenue
- Linear (Predicted Quarterly Sales Revenue)

DATA SCIENCE EXAMPLE:

Hire the same
successful salesperson

Quantify actual
sales KPI
performance
before hiring.

proprietary intelligence



Hey Mike, meet Emma!

Your new candidate for the role of **Sales Development Representative**

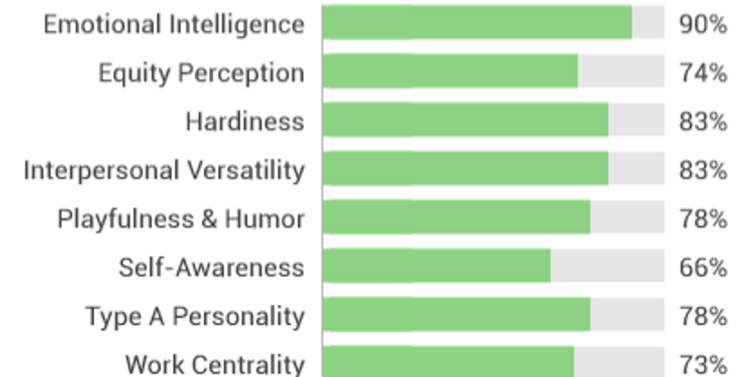
Emma Thompson

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LinkedIn: <https://www.linkedin.com/in/emmathompson>

Languages: English, Italian

Applicant Source: Indeed





DOWNLOAD
RESOURCES AND SLIDES

SAVE ON NEXT COURSE (HYBRID):
The Art and Science of Interviewing:
A Data-Driven Course

THANK
YOU

FOR MORE INFO:
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Email: slowisz@qualigence.com