

Understanding Behavioral Benchmarks and The Benchmarks Report

Each person has a unique behavioral makeup that not only shapes their interactions and responses in the workplace, but also can impact their level of job satisfaction. By using Behavioral Benchmarking in your hiring process, you can gain insight into a candidate's behavioral tendencies and strategically place them in roles where they are naturally suited to thrive. You can also use a Behavioral Benchmark to guide an individual's growth based on their role requirements.

What is a Behavioral Benchmark?

A **Behavioral Benchmark** is a tool that matches an individual's behavioral tendencies to a position. The Benchmark is curated for a specific position and focuses on that role's core functions while also taking into consideration the organizational culture.

The Behavioral Benchmark identifies the key behavioral traits needed for optimal job performance in the targeted role. By establishing a target range for the natural alignment of behaviors and position responsibilities, the benchmark enables a more precise matching of E3 data with the role requirements. This data-driven approach allows you to strategically place individuals in roles where they are naturally suited to thrive and helps guide the growth of individuals based on their role requirements.

The Benchmarks Report

**Note: This report is only available if your company has purchased role benchmarks*

On the **Benchmarks Report**, you can select from a list of your company's behavioral benchmarks and view how that person's E3 data aligns with the benchmark.

The Benchmarks Report assigns individuals a **Behavioral Alignment Score**, ranging from 1 to 10, which shows their behavioral alignment for the chosen benchmark.

People who score high on the benchmark have behaviors and values that are naturally aligned with the role and culture requirements which allows for more ease, flow, and fulfillment in their professional journey. On the flip side, people who score lower on the benchmark have potential to grow and be successful in the role, but it may require more energy, effort, and adaptation.

Does a low Behavioral Alignment Score mean that person isn't, or won't be, successful in the role?

No, not necessarily. Low scorers still have the potential to succeed in the role, but it may require more energy, effort, and adaptation. The goal of the Behavioral Alignment Score is to empower and honor each person's potential for growth but focuses on identifying candidates who are naturally aligned with the behavioral requirements of the role and culture to promote immediate ease, flow, and fulfillment in their professional journey.

The Benchmarks Report helps you:

- Identify candidates naturally aligned with the behavioral requirements of the role and culture to promote immediate ease, flow, and fulfillment in their professional journey
- Guide an individual's growth based on their role requirements

It does NOT:

- Take into consideration technical skills, qualifications, lived experience, etc. It only provides a synthesis of behavioral tendencies.
- Fully capture the complexity of a human... but it comes pretty close.
- Tell you definitively that someone isn't, or won't be, successful in the role.