FitPredict™ Success Story
A Case Study Overview

At a glance

30%
increase in employee performance

42%
reduction in turnover

Our Client's Key Objectives:

- Improve hiring outcomes
- Increase long-term performance of new hires
- Reduce turnover
- Increase employee engagement and satisfaction
- Clarify job roles
- Streamline the hiring process & accelerate decision-making
- Align hiring decisions with organizational goals

Take the next step with FitPredict™

Guide your organization towards more strategic hires and a happier, more productive workplace.

Schedule a Discovery Call

The Challenge

Faced with suboptimal hiring outcomes, our client sought a better approach to candidate selection that went beyond conventional metrics.

The FitPredict™ Approach

Using our science-backed FitPredict™ System, we assessed the operational fit between candidates, their potential roles, and their future managers.

Over two years, we evaluated 281 candidates, of which 70 were hired:

- **Operational Fits**: 56 candidates were identified as a good match for the role.
- **Operational Misfits**: 14 candidates were chosen against our recommendations, providing an opportunity to compare performance and turnover between the two groups.

Performance Tracking

We tracked the performance of Operational Fits vs Misfits against company standards at 6-month intervals, categorizing them as below, meeting, or exceeding expectations.

The Outcomes

TOP PERFORMERS

Operational Fits outperformed Misfits significantly, meeting or exceeding expectations 92% of the time and achieving "A Player" status over 50% of the time.

BOTTOM PERFORMERS

Operational Misfits were 3.5x more likely to underperform.

TURNOVER

Operational Fits showed a remarkable 42% lower turnover rate than Misfits, also beating the sector's average and overall company rate.

GROWTH POTENTIAL

Operational Fits displayed an upward performance trajectory, showing high growth potential.