

**Article to review:**

<https://www.shrm.org/resourcesandtools/hr-topics/talent-acquisition/pages/predictive-assessments-insight-candidates-potential.aspx>

**Questions to ponder:**

1. Where are you today with Talent? Strengths? Challenges?
2. Does your organization currently use an assessment tool? Pre-hire? Post-hire? Both?
3. If so, which one? What do you like about it? Don't?

**Food for thought:**

According to the U.S. Department of Labor, the average cost for each bad hire can equal 30 percent of that individual's annual earnings. Thus, when you hire the wrong mid-level accounting manager or application developer earning \$60,000, the real cost to your organization will be \$78,000.

**Cost of Bad Hire – Forbes**

<https://www.forbes.com/sites/falonfatemi/2016/09/28/the-true-cost-of-a-bad-hire-its-more-than-you-think/#2bf83d584aa4>

**Benefits of an assessment tool pre-hire and post-hire**

1. Simplify the hiring process
2. Engage your talent
3. Reduce hiring bias
4. Decrease the cost of bad hires
5. Cut down turnover