ePraxis

Candidate Selection Process

For over a decade, 48 independent behavioral, motivational, and core competency markers have been used and fine-tuned to determine the best talent for a given position. From experience, we have proven that no indicator speaks more loudly about a candidate's capability than their demonstrated past behaviors, decision-making process, work experience, and performance. With a candidate's past as prologue to their future, particular attention is paid to previous experiences to predict future success.

As with science, the candidate selection process undergoes perpetual optimization to ensure difference making talent is identified, vetted, and placed—no matter the geographic location, time of year, or market condition—making each placement better than the last.

EXPLORATION
Behavioral job analysis

01

02
RESEARCH
Behavioral position description

STRATEGY
Candidate sourcing plan

03

04
RESEARCH
Candidate ATS cultivation & development

FIRST CUT
Determine top 30%

05

06
2ND CUT
Phone and/or video interviews

THIRD CUT
Psychometric testing & panel interviews

07

08
4TH CUT
Post-panel interview & past work examples

FIFTH CUT
Final interviews

09

10
6TH CUT
Compensation negotiations & reference checks