



## Talent Chaser: Taking Talent Management to the Next Level

Written by: [Michele McDonough](#) • Edited by: Carly Smith

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Does your organization view recruitment and [performance](#) evaluation as two entirely separate functions? Maybe it's time to rethink that stance.

### Finding the Right Match

Why does an employee excel at one organization but not [perform](#) as well at a seemingly similar position with another? A lot of the conversations surrounding this topic focus on the factors that motivate workers, but trying to figure this out is not quite as cut and dry as many would like to believe. As a result, today's HR professionals look at more than just skill sets and past work experience when making hiring decisions. How do you find a person who is a good "fit" for the job?

The use of personality tests has gained a lot of support in recent years. And, to some degree, these tools have helped hiring managers identify candidates who are not only *capable* of doing a particular job well, but who also would be motivated to perform at a high level in a certain type of environment. But, like other traditional HR tools, these tests have a lot of limitations.

One of these limitations is the lack of tools that track back actual performance results to initial performance indicators. That is, an organization may believe that certain traits indicate the potential to perform well in a specific job, but it never really analyzes the data to find out if those beliefs are justified. Moreover, there may be other characteristics that actually do correlate to high performance, but without having any data to analyze, those characteristics are never identified.

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### Talent Chaser's Approach



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Talent Chaser is the brainchild of [Dr. Carl Ayles](#), inventor and former Cambridge University Professor. The [software](#) is designed to pull multiple talent management functions together into one user-friendly application and use a more scientific approach to refine recruitment and management processes.

One of the main things that sets Talent Chaser apart from other talent management tools is its evidence-based recruitment method. When a candidate initially applies for a position, he or she fills out a performance profile questionnaire – a multiple-choice form that takes approximately 20 minutes to complete. The responses from the applicant are used to identify behavioral tendencies – so, in some sense, the questionnaire is similar to a personality test, but the focus is actually on performance potential.

Instead of classifying this profile using a set of criteria that the hiring organization *thinks* would lead to a good match for the job, Talent Chaser compares the profile with those belonging to other people with the same job position. Then, using actual performance ratings from that latter group, Talent Chaser makes a determination on how likely it is that the applicant will perform well in that job. The idea is that this screening process will weed out applicants with traits similar to those of workers who have not performed well in the past and recommend applicants with traits similar to those of successful employees.

When an organization first starts using Talent Chaser, the profile created via the questionnaire is compared to others in the software's vast global database. While that may provide a good foundation to use during the early stages of the software's adoption, a lot of added value comes later after Talent Chaser has gathered performance appraisal information specific to that organization and starts incorporating those results into its screening algorithm. Then, not only do you get an idea of how well a candidate would perform based on global results, but also how he or she would perform within your established company culture.

### **Sounds Good in Theory... But Does It Work?**

The ability to link actual performance ratings with initial candidate assessments is critical for organizations who want to close the loop in the talent management process and make sure they're investing in the right people from Day 1. However, in order for a system like this to work effectively, it's critical to get buy-in at all management levels so that everyone involved takes a more active role in the performance appraisal process. The PA component of Talent Chaser can be a big help here, since it provides a friendly interface that streamlines the performance evaluation process and offers tools for managing work goals on a year-round basis.

The software has received high accolades from many of its users, including the Chesapeake branch of Volunteers of America. In an [interview with FierceCIO](#), the non-profit organization shared that Talent Chaser has helped VOA Chesapeake reduce its turnover rate from 67 percent to 23 percent over the last three years and "increased its per employee revenue by 24 percent in the last year alone." Additional information and results can be found in [Talent Chaser's newsroom](#).

### **Software Components and Pricing**

Like many Software-as-a-Service (SaaS) applications, Talent Chaser uses a modular approach which allows customers to pick and choose the components they want to utilize and only pay for those functionalities. For instance, if you just want to try out the screening tool that categorizes job applicants using the performance profile questionnaire, you can do so for \$3.25 per applicant. Then, when you're ready to move up, you can contact Talent Chaser for a pricing plan based on your organization's volume and needs.

Talent Chaser isn't going to fix your human resources problems overnight and it may require you to adjust your overall HR philosophy, but its new approach to talent management is highly adaptable and can be used by organizations of any size or function. With the right setup, it can even be used by businesses that work with a large number of freelancers and independent consultants – something that is becoming more and more prevalent in today's world.

If you've tried Talent Chaser, we'd love to hear what you think. Has it helped you make better hiring decisions? Even if you haven't tried the software yet, what do you think of the concept?

### **References**

- Talent Chaser Official Site: <http://www.talentchaser.com/tc/Home.aspx>