# Selection: Mindset plus Structured Interviews

The **in3**system identifies the characteristics of a company’s top performers. External candidates with those same qualities are identified via proprietary software & tools.

Motivation & mindsets are the “soft” concepts behind this approach. **in3**research led to the development of selection tools that identify which candidates operate with current top performer mindsets—they automatically know what levers to pull to make things happen within that culture. In addition, **in3’**s capability modeling and resultant job-specific interview protocols identify which candidates have top performer ‘know-how’ to complement the required mindset.

This approach delivers concrete bottom line results. Top performers generally contribute 50 to 100% more than average players. **in3**‘calculators’ can predict expected impact, typically returning project cost in less than a year.

### Using the in3 inSIGHT system and interviewing tools an organization can:

* **Improve Retention**. Lower turnover by retaining A-players who stay for the long-term
* **Improve Return.**  Improve Payroll ROI dramatically because the workforce becomes populated with candidates who share A-Player mindset & capability, which raises engagement, productivity & overall performance
* **Speed-up Start-up**. Hire talent that hits the ground running
* **Deliver immediate Impact**. Enjoy candidates that deliver better performance—faster

### Recruiters can:

* Reliably predict culture fit and capability before hire
* Improve on-boarding and retention of key performers
* Drive employee engagement & motivation
* Drive new organization performance levels
* Retain high-performing individuals

***in3 Consulting***

**Problems We Solve**

1. **Sales**
2. **Turnover**
3. **Performance**
4. ***Selection***
5. **Change: (Initiatives, Integration, Brand Experience, Transformation)**

**Projects We Do**

1. ***Culture***
2. **Job Design**
3. ***Talent Requirements***
4. **Training: Concepts / Software**

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