

McLagan Insights

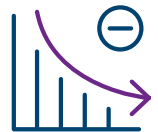
Are You Hiring the Best Talent for Your Firm?

Without talent assessments, the cards are stacked against you.

Times have changed for financial services. Firms are faced with disruptive technologies, digitization, new market entrants, a transforming workforce and fierce competition for talent. Finding the right talent off the bat is therefore more important than ever before. Measuring personality through the use of assessments can help pinpoint who will be the best fit for the job, your company culture, and the future success of your firm.

Poor Selection Decisions are Devastating

Bad hiring decisions can lead to plummeting engagement levels¹, increased turnover, and reduction in customer loyalty and company revenues.



Assessments Are a Game Changer When Finding the Perfect Fit

Unstructured hiring practices are remarkably unsuccessful. You may as well just flip a coin.

Research shows:

50%

of hiring managers make **poor decisions**²

14%

of job interviews **predict top talent**³

99%

of candidates are hired based on **first impressions**⁴

Without a Structured Assessment Process, We Make Biased Decisions

A few classic examples include:



Confirmation

"Smart people wear glasses."



Attribution

"Tall people make better leaders."



Affinity

"This candidate is just like me."

The Science of Assessment has Developed Exponentially

... but financial services firms are just beginning to catch up.

Our 2017 McLagan Talent Pulse Study shows:



53%

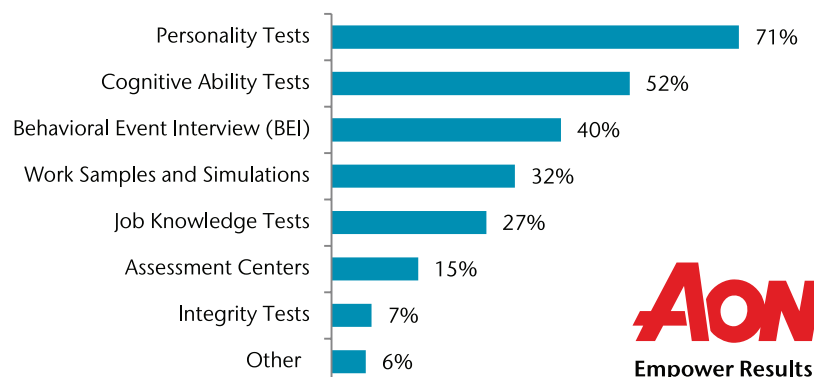
of the financial services firms **do not use assessments** for hiring⁵.



Only 7%

of firms that utilize assessments for hiring enable the process on mobile devices

The types of assessments that organizations use on potential hires include:



AON
Empower Results®

ADEPT-15 is a Proven, Preferred Assessment Tool

Our ADEPT-15 personality assessment can measure and foresee employee aptitude for financial positions to help you find the best talent match for your firm.

Hiring smart helps you accomplish more.



Top Scorers
3.5X
more likely to be
top performers



Top Performers
4X
more likely to be
more productive⁶

Client ROI

48%

better customer service

13%

increase in sales

Science Needs to Replace Gut Feel in Hiring



Get methodical

about your approach to hiring. If you're not using assessments for hiring—start. If you already use selection assessments, create a portfolio of tools that paint a nuanced picture of a candidate's personality, behavior, work style, and ability.



Impress candidates

with a slick and easy-to-use assessment experience and modernize the selection process through gamification, cloud-based tools, and mobile enablement.



Measure the ROI

of selection assessments and adjust the approach accordingly by linking assessment results to changes in individual and firm performance. The assessment then becomes a living tool to keep improving performance.

McLagan is a Partner

We bring over 50 years of experience helping financial services firms reach their business potential. Partner with McLagan to design holistic talent strategies that drive financial results.

Connect with Us

To learn how we can help you assess and select the right talent for your organization, go to mclagan.aon.com/talent-solutions.

About McLagan

McLagan provides tailored talent, rewards, and performance expertise to financial services firms across the globe. Since 1966, we have partnered with the largest and smallest financial services firms to help them make data-driven decisions to hire, retain, and engage the top talent for keeping the global economy running. Our compensation surveys are the most comprehensive, in-depth source of rewards data covering over 150 countries from more than 2,500 clients. Our consultants work with hundreds of firms annually to design total rewards programs and benchmark financial performance for boards of directors, executives, employees, and sales professionals. McLagan is a part Aon plc (NYSE: AON). For more information, please visit mclagan.aon.com.

¹ Why Job Interviews Are Like Flipping A Coin by Kristi Hedges, Forbes, May 21, 2015

² Stop Being Deceived by Interviews When You're Hiring by Don Moore, Forbes, February 7, 2012

³ Here's Google's Secret to Hiring the Best People by Laszlo Bock, Wired Magazine, April 07, 2015

⁴ Why Job Interviews Are Like Flipping A Coin by Kristi Hedges, Forbes, May 21, 2015

⁵ McLagan Talent Pulse Study, mclagan.aon.com/sites/Talent-Pulse/2017

⁶ How to Hire More Top Performers by Michael Mankins, Harvard Business Review, May 08, 2014