

# Elevate Your Leadership Team

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High-Performing Manager Hiring Solutions by HireSmart

Expert Talent Sourcing, Assessment, and Selection for Exceptional Growth

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# **The HireSmart Approach**

Identifying High-Impact Leaders Through Science and Technology

# Leadership is a Mindset

## Developable Potential

Exceptional management isn't just a title—it's a collection of competencies that can be identified and cultivated.

HireSmart defines the ideal candidate by aligning recruitment strategies with your organization's specific goals and values.

We find leaders who drive innovation, foster positive environments, and increase long-term profitability.



# Strategic Sourcing Solutions



## Executive Branding

Showcase your organization as an employer of choice to attract top-tier managerial talent.



## Market Insights

Leverage compensation benchmarks and competitive landscapes to stay ahead in hiring.



## Extensive Network

Access our vast global network of experienced executives across various industries.

# AI-Powered Sourcing

## Active & Passive Talent

Our AI matching engine processes over 700 million profiles to find candidates who fit your requirements instantly.

Identify "hidden" talent who aren't actively looking but are a perfect fit for your role's specific skill sets and culture.

Hiring managers can train the AI by dispositioning candidates to refine search results in real-time.



# Inclusive Leadership Teams





## Diversity & Inclusion Focus

We implement strategies to attract a diverse pool of candidates, promoting varied perspectives and inclusive cultures in your leadership team.

## Anonymous Matching

Our AI platform organizes candidate profiles anonymously for initial human review, reducing unconscious bias from day one.

# Comprehensive Competency Framework

-  **Mindset & Agility:** We evaluate the inherent drive for success and adaptability in changing markets.
-  **Emotional Intelligence (EQ):** Assessing social awareness and self-management for better relationship management.
-  **Resilience & Composure:** Finding leaders who stay steady under pressure and own their outcomes.
-  **Team Inspiration:** Measuring the ability to articulate vision simply and inspire action in others.

# Predicting Job Fit with PXT Select™



Standardized psychometric evaluations ensure every hire is backed by reliable, objective data.

# Interviewing for Deep Insight



## Behavioral & Situational Analysis

We conduct in-depth interviews that move beyond surface responses, focusing on past experiences and realistic leadership scenarios.

Our PXT Select Selection Report provides managers with tailored "what to listen for" tips and dynamic interview questions for each candidate.

# The Comprehensive Selection Report

Assessment Area	Key Insights Provided	Business Value
Thinking Style	Information processing, logic, and learning speed.	Predicts speed of onboarding and complexity handling.
Behavioral Traits	Pace, assertiveness, sociability, and decisiveness.	Ensures cultural and team-fit alignment.
Interests	Motivation, role satisfaction, and engagement.	Reduces turnover by identifying long-term satisfaction.

## Supplemental AI Staffing



Advanced talent sourcing from multiple channels

A chat interface with a sidebar menu containing 'Questions', 'Answers', 'Questions', 'Series', and 'Comments'. The main chat area displays four AI-generated questions:

- What mically generated structured interview questions?
- Can- one generated structured interview questions?
- What simply generated questions questions?
- What are you assoeriod in talent assessment?

Automatically generated Structured Interview Questions

### Online Behavioral and Cognitive Hiring Assessments

#### Behavioral Profiling

Personality: 10  
Motivality: 3  
Motivation: 3  
Motivation: 4  
Pediosity: 3  
Needs: 4

#### Cognitive Testing

Includes icons for a question mark, puzzle pieces, a maze, and a logic grid.

#### Motivation Scales

Personality: 100  
Motivation: 70  
Motivation: 50  
Aubility: 20  
Mevale: 10

#### Motivation

Bar chart showing values for categories 01, 02, 03, and 04.



Algorithm's deep Learning & cognitive hiring assessments

## Performance Model

HivetSmart's cotllaeener to 'Performance profil' benchmark profile, that defines their high-performing team goals.



# Empower Your Organization

Hire exceptional leaders today with HireSmart's management solutions.

 480.205.7291

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# Image Sources



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