

Personality, Preferences & Qualifications are Crucial Combo for Hiring Success, Says TalentPen Paper

New whitepaper from talent collection and matching provider explores untapped potential of personality assessments

Pleasant Prairie, Wis. – July 26, 2006 – Personality assessment can help predict job fit, enjoyment and performance, according to a new whitepaper from TalentPen titled “Personality Matters: Using Personality Assessment for Competitive Advantage in Talent Acquisition.” The paper, available for download at www.talentpen.com, also explores how modern personality assessment is rooted in a rigorous methodology required of any scientific discipline.

The combination of a candidate’s personality, preferences, and qualifications comprise a winning formula for talent acquisition. In particular, personality assessments can eliminate unsuitable candidates early on, reduce turnover rates and “resume roulette.”

The distribution of human traits falls into five categories, notes the paper. This model of personality, called the Five-Factor Model (FFM) or Big Five, has gained widespread popularity. These five traits can be boiled down to the following distinct personality dimensions, which most employers will quickly recognize:

- **Sociability:** how energetic and enthusiastic a person is, particularly when interacting with others.
- **Interpersonal Style:** attitudes toward, and interest in, others.
- **Curiosity:** how open a person is to new experiences and new ways of doing things.
- **Adaptability:** how organized and thorough a person is in life, and in pursuing goals.
- **Temperament:** how a person naturally reacts to pressures and stress.

“Hiring veterans can swap horror stories of people who had all the right qualifications but whose social skills did not mesh with the existing company culture,” says Michael Sproul, chief executive of eBullpen, LLC. “By incorporating personality profiles into the selection stage, employers can determine who best fits their company’s culture before they waste time reviewing, screening or interviewing less-than-ideal candidates.” The whitepaper also examines how assessments have evolved over the years, and the emergence of personality psychology in the 1990s to become a dominant theory now widely used.

TalentPen uses a patent-pending candidate screening system that collects a pool of candidate personality profiles, then qualifies and ranks them to match an employer’s job requirements and desired personality traits. Candidates don’t apply for a specific job; rather, they create personality profiles that are then matched to available positions posted by employers. Developed by eBullpen, LLC, TalentPen is available for companies to purchase and use under their own employment brand.

About eBullpen, LLC

Based in Pleasant Prairie, WI, eBullpen, LLC helps employers and job seekers alike find better employment matches by putting personality matching up front in the candidate sourcing process. eBullpen created the TalentPen candidate collection and matching system to give employers an edge in talent acquisition and the tools for improving the hire – not just the hiring process. TalentPen allows employers to incorporate eBullpen’s proven assessment techniques and technologies into their existing career site or ATS. With either system, the end result is a streamlined hiring process and a faster placement of qualified candidates who fit a company’s culture.

For more information, visit www.talentpen.com or contact Susan Govea, VP Marketing at 262 857-8184 x 118.

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