

Benchmark Overview

Introducing Prevue Benchmarks



Why Prevue Benchmarks?

To help you find the right fits, Prevue wants to know the nature of your company and what it takes to be successful in the different roles within it. In a process called **benchmarking**, we build customized job-fit profiles that describe the characteristics you are looking for in an ideal employee. Our goal is to pair you with the most suitable candidate, based on the person's job-fit and culture-fit.

Prevue benchmarks can be created using either one of the following methods: Combined Study, Job Description Survey, or Benchmark Library. The more information we can get from you about your company, culture, and the position, the more accurate the benchmark will be.

Prevue's Benchmarking Methods

Combined Study

(Strongly Recommended)

A Combined Study consists of two parts: a **Job Description Survey** and a **Top Performer Study**. While it may take the longest to complete, we consider it the most accurate method of benchmarking. To obtain the best results, we recommend between 1 to 5 hiring managers, or anyone who is familiar with the position, to take a 10-minute survey, as well as 3 to 5 current top performing employees to complete our job-fit assessment.

Job Description Survey

(Recommended)

A Top Performer Study may not be applicable to new positions or startup companies, as it requires successful current employees to complete our job-fit assessment. In that case, conducting a **Job Description Survey** is the next best way of building an accurate benchmark. This survey is completed by 1 to 5 hiring managers, or anyone who is familiar with the ins and outs of the position.

Benchmark Library

(Acceptable)

Prevue's exclusive **Benchmark Library** is drawn from O*Net (via the U.S. Department of Labor) and provides validated benchmark data on over 1,000 job titles. Our experts will work closely with you to select the job description that best fits the role you're hiring. As these standard benchmarks do not take into consideration the nature of your company and culture, we recommend them to be reviewed and updated every 3 months.

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