Shifting the Performance Curve — the Planet4it Method

P = (SK + E) * C

To Hire 100 People

Search on **Completely Specified Job Description** yields:

2000	Qualified resumes, which are pre-screened for…
400	F2F interviews for technical skills & knowledge, giving…
250	Behavioural Focused Interviews, providing…
120	Job Offers to top candidates, yielding…
100	hires with better-than-average performance curve & retention expectation..

Interview Correlation to Performance

Selection Methodology	Validity
Roll the dice	0%
Evaluate by education criteria	10%
Use the resume exclusively	16%
Reference checks	24%
Traditional one-on-one interview	19%
Panel interview	35%
Work sample testing	55%
Behavioural interviewing and selection	70%

Cost of turnover among 100 employees at average $60,000

Level	5%	10%	15%
Junior	450,000	900,000	1,350,000
Intermediate	600,000	1,200,000	1,800,000
Senior	750,000	1,500,000	2,250,000

Reasons for Turnover

Reason	Prevention Discovery
Boss	Behavioural interview
Location	All interview stages
Job	All interview stages, especially BFI
Company	Behavioural interview
Salary	Offer and close
Industry	All interview stages, especially BFI

Effective performance of 100 staff

Position on Normal Curve	Goleman ∇	Count	Effective
Superstars	1300%	1	13
Stars	300%	9	27
Average	100%	80	80
Below Average	50%	6	3
Churn	-100%	4	-4
Total		**100**	**119**

Position on Superior Curve	Goleman ∇	Count	Effective
Superstars	1300%	2	26
Stars	300%	12	36
Average	100%	81	81
Below Average	50%	4	2
Churn	-100%	1	-1
Total		**100**	**144**

Productivity of our 100 equals Work Done/Cost

Turn. 10%, Superior Curve

$$P = \frac{144}{\$7.2MM} = 20.0$$

($50,000 per Eff. Empl.)

Turn. 10%, Normal Curve

$$P = \frac{119}{\$7.2MM} = 16.5$$

($60,504 per Eff. Empl.)

Turn. 15%, Superior Curve

$$P = \frac{144}{\$7.8MM} = 18.5$$

($54,167 per Eff. Empl.)

Turn. 15%, Normal Curve

$$P = \frac{119}{\$7.8MM} = 15.3$$

($65,546 per Eff. Empl.)