

# Recruiting Process

1. **Candidate Search** - RSI will promote your sales positions through employment channels targeted to the specific geographical region via Internet job boards, mining our existing database and referrals.
2. **Qualify Candidates** - We will process resumes for job experience which align with responsibilities required at your organization.
3. **Preliminary Questionnaire** - Each candidate will complete our proprietary sales questionnaire about their sales experience, types of previous sales roles, future goals, compensations requirements, prior sales training, etc.
4. **Assess Candidates** - Process top candidates through our proprietary IMPACT Battery assessment tools which measure:
  - Behavior Style
  - Cognitive Structure
  - Value Structure
  - Selling Skills
5. **Interview Candidates** - Conduct interviews with top candidates about their sales experience, resume and questionnaire responses. We will make notes on their resumé and provide this documentation to you when we present the top candidates.
6. **Analyze Candidates** - Conduct analysis of candidates from the results of their resumes, interviews and assessments.
7. **Present Sales Champions** - We will present only top candidates to your organization for final interviews. Your organization will receive from Resolution Systems the following documents:
  - Resume - with our notes from the interview
  - Sales Questionnaire - with answers directly from the candidate about their specific sales experience (types of selling, sales cycles, transaction amounts, previous sales training, etc.)
  - Behavioral Report - Identifying the candidates primary drivers
  - Values Report - Identifying the candidates level of cognitive focus and clarity on the core attributes related to success in your organizations sales role
  - Selling Skills Report - Identifying the candidate's level of understanding in each step of the consultative sales process
  - **Note:** These reports will also be excellent for coaching and development of the new salesperson
8. **Consulting/Interpretation** - We will provide a complete interpretation with key stakeholders from your organization responsible for making the hiring decisions. This will consist of an in-depth review of each top candidates resume, sales questionnaire, and assessment results. This will be done prior to a face-to-face interview between the sales candidate and hiring managers from your organization.