

# The 6S Process

Helping to Solve the Problem of a Lack of Qualified Candidates for Your Open Roles.



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How often have you settled on the 'perfect' candidate only to find out in a short period of time they are not the right fit after all?

How much time have you wasted? How much money has this cost? And how much has the business been neglected by this mistake?

This quick introduction to the 6S process will give you an overview of what we've found is the best way to source quality people for your most important roles.

If you don't have a wealth of talent sitting waiting for you to call on them, this is something you need to master.

### 01. Scoping

Gain a full understanding of your culture and hiring needs to accurately create a scorecard to measure potential candidates.

### 02. Scorecarding

An in-depth scorecards lets you focus on the key skills, attributes, experience, and qualifications, you need for the role.

### 03. Sourcing

Using advanced sourcing techniques including x-ray web searching, forensic resourcing methods and networking activity on a global and local level.

#### 04. Selecting

This includes (but is not limited to) technical, competency and psychometric testing and interviewing.

#### 05. Securing

By matching candidates' career drivers to your business objectives and articulating your Candidate Value Proposition, you'll find candidates who will be culture fits.

#### 06. Satisfying

Set goals for all concerned, checking back regularly to ensure the goals are being met on all sides.

# 01. Scoping

When it comes to finding the right hire, we start the 6S Process™ with a detailed scoping consultation with your key stakeholders. This helps us to fully understand your culture, needs and hiring requirements so we can design a process and Candidate Value Proposition (CVP) unique to you.

At the same time, we'll conduct a high-level market analysis to identify possible challenges, and provide you with recommendations around how best to secure top passive talent, suited to your organisation.

# 02. Scorecarding

Lock in what's critical for your next hire.

Say hello to our Candidate Fit Scorecard (CFS). This powerful tool focuses in on the key skills, attributes, experience and qualifications, you desire. We screen and interview candidates using the CFS as our guide, then rank shortlisted candidates against it. We won't present you with 'wild cards' or 'fillers'; all candidates must have a 90%+ match with your fit requirements.

# 03. Sourcing

Discover top talent using the latest technology powered by human intelligence.

With 'Talent Mapping Intelligence', we deliver real insights and intelligence into where top talent is located, before applying the right engagement strategy. Our advanced sourcing techniques include x-ray web searching, forensic resourcing methods and networking activity on a global and local level to name just a few.

# 04. Selecting

Analyse candidates to pinpoint the perfect fit.

Our candidate analysis includes technical, competency and psychometric testing and interviewing. Tests can cover personality, working style, emotional intelligence, leadership ability, high performance indicators and general intelligence. We'll then present you with 4-6 candidates that meet the Candidate Fit Scorecard to 90+% fit, within a maximum of 4 weeks from assignment kick-off.



# 05. Securing

Offer and acquire the desired candidate.

We understand and articulate your CVP to candidates whose career drivers match them. At this stage we link into our 6F Methodology™ – Fit, Freedom, Fulfillment, Family, Fortune, and Future – highlighting any major disconnects. We gradually activate passive candidates during the process, supported by the candidate value proposition, candidate engagement, and client process management.

# 06. Satisfying

Successful partnerships are about continuous improvement.

At the start of an assignment we agree measures of success. Our results are then reviewed against this previously agreed criteria at the end of the process, including 2-way improvement actions and NPS (net promoter score) data. We conduct regular candidate and client check-in calls and offer a 12-month free replacement.

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An excellent experience, exactly what I needed. They found me, connected me with a great opportunity, and provided support for each step of the way. I'm very grateful for their exceptional services. Highly recommend.

Peter  
Successfully Placed Candidate

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Ultimately our reasons for choosing Solutions Driven came down to cost, positive interactions, and their belief in finding people who aren't in databases. Solutions Driven figured out what we needed and went off to find people, but in a collaborative way. We're very happy with the overall results. SD really cared about our company's future and took the time to understand our needs and fill the role accordingly.

James Hendrick  
CEO  
Azul

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# To Find Out More

At Solutions Driven, we're continually refining the way we search for passive candidates. This is so we can motivate them to understand the potential benefits a new role can bring their professional and personal lives.

The 6S Process is a mainstay of this process but we can't really do it justice here.

If you'd like to discuss the 6S Process or anything else recruitment-related, or if you have a role you need help with, please feel free to get in touch.

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