

# LIXIVIUM BENCHMARKING STUDIES

Undertaking a benchmarking process creates a comprehensive profile of key competencies that are applicable to high-performers in a particular role.

Key competencies are identified through role analysis and psychometric testing conducted with existing employees in the position who are identified as successful performers or high achievers. The benchmarks outlined can then be used to detail performance standards or assist in recruitment procedures (i.e. to test candidate job fit).

## Benchmarking Benefits

- Can be used to identify high and low performers within an organisation and what the distinguishing characteristics are of high performers.
- Maps candidates for selection to the characteristics of high performers in your organisation. This enables you to make more informed decisions about the suitability of the candidate to the role.
- Increased awareness of individual strengths and weaknesses of employees tested that can be used to facilitate development.
- Establishment of a database to which future recruitment data can be added to enable the continued development of benchmarks as the organisation changes.

## Benchmarking Process

