

## SCREEN CANDIDATES

### [The Kolbe RightFit™ Process](#)

The RightFit™ process is not complete without a candidate to evaluate against it! A candidate must complete a Kolbe A™ (or S™) Index first.

Once the candidate has completed the Index, the software will compare their individual result with the desired job profile and a Candidate Report will be provided to the supervisor or agent. The candidate doesn't see this – or even know it is happening. The candidate only knows about the Kolbe Index they completed.

The Candidate Report provides a complete look at your candidates as they relate to your Range of Success™. The report will identify the candidate's MO and Selection Kolbe Letter Grade. Additionally, the report will identify whether the candidate meets your instinctive requirements and if not, where there are differences and to what degree. If applicable, information detailing the candidate's impact on the team in place (Cooperatives) will also be listed on the Candidate Report.

If there are multiple candidates being evaluated, a Candidate Summary will provide you a quick glance at the results, listing each one's name, MO and letter grade.

Kolbe Corp recommends considering candidates that rate a "B-" or above. Start with the highest rated candidates. However, conative abilities are only one aspect of the review process; candidates must also be screened for skill level, values, personality, etc. For example, you may choose to hire a "B+" candidate instead of an "A-" candidate if the "B+" candidate is a better fit for the organizational culture or has a better skill set or experience level.

### FAQs

*\*It is recommended that you speak with your Kolbe Certified™ Consultant to discuss questions regarding any of the Kolbe results or RightFit process.*