

The logo for AndersElite features the word "Anders" in a blue sans-serif font, followed by "elite" in a smaller, lighter blue sans-serif font. A thick black horizontal line is positioned above the text, starting from the left edge and extending past the end of "Anders", then curving downwards to underline the word "elite".

"If a person does not have the right skills then this isn't necessarily a problem, as they can be coached. However, coaching is made easier if the person has the right attitude and behavior to begin with in the first place."

Mark Bull
HR and Training Director
AndersElite

AndersElite specializes in supplying permanent and contract staff in the construction industry as well as associated professional disciplines. They create individual solutions that are tailored to meet exact needs of clients, based on a close first hand understanding of their clients and their markets. AndersElite has a network of regional staffing offices across the United Kingdom employing approximately 400 people. AndersElite are part of the CDI Corporation. CDI is a professional services company that offers Fortune 1000 clients a cost-effective, single-source provider of high-value engineering, IT and professional staffing solutions. With more than 50 years in the industry and annual revenues in excess of \$1 billion.

The Challenge

Mark Bull, HR and Training Director at AndersElite explains, "Our people really are our business. We want the best to work for us, people who can in turn find the best people for our clients. This consultant/client relationship is fundamental to our business success." Bull goes on to say, "we take a lot of time developing our own consultant's core skills and a key skill for us is being able to develop relationships at all levels. We want to make sure that we bring the right people on board at the outset. If a person does not have the right skills then this isn't necessarily a problem, as they can be coached. However, coaching is made easier if the person has the right attitude and behavior to begin with in the first place."

The Solution

By using Thomas International's *Behavioral Recruitment* tools including the Personal Profile Analysis (PPA) and Thomas' unique Benchmarking tools, AndersElite was able to identify the behaviors present in their top talent and aimed to recruit similar profiles. To do this, AndersElite identified what makes a good consultant by profiling their top talent using Thomas' PPA and then comparing the results to that of the candidates PPA profile.

Thomas International Case Study: AndersElite

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The Result

"By using Thomas' Personal Profile Analysis (PPA) we were able to identify the behavioral characteristics necessary for successful hires. By understanding that the ideal profile for us was High D (Dominance - driven, assertive, goal oriented) combined with a High I (Influence – friendly, persuasive, outgoing, team player), we were able to take the guesswork out of our recruitment process" says Bull. He goes on to say, "we also discovered different profiles worked better in certain markets. For example, in Social Housing a High S, High C profile (Steadiness – good listening skill, amiable, persistent and dependable combined with Compliance - careful, systematic and precise) works best, but in construction we look for a High D profile - fast paced, competitive, assertive individuals". He goes on to say, "staff turnover prior to implementing PPA had been around 50% which is far better than the recruitment industry norm of 70%, and we estimate costs us around £1.5m per year. By selecting the right candidate first time we have radically reduced this number."

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ABOUT THOMAS INTERNATIONAL

For over 25 years, Thomas International has been a global leader in the provision of on-demand behavioral assessments and reporting used to recruit, develop and retain top talent.

Thomas International has a presence in 60 countries and availability in over 56 languages. More than a million Thomas International software-as-a-service (SaaS) delivered assessments are completed each year.