

# RIGHT *choice* SYSTEM



*Advancing the financial services industry by empowering our members with knowledge, insights, connections, and solutions*



# In today's low interest environment

Now, more than ever, there is no wiggle room to make mistakes.

When margins are thin, you can't afford to roll the dice on who is responsible for selling your products.

Now is the time to go with hiring and selection tools with proven results.



# A Better Experience for All

When designing RightChoice, we evaluated every aspect of the experience — from the candidates to the hiring managers.



# Candidates

- ▶ Hiring assessments can be intimidating. Traditionally, they're written with boring, technical language and are devoid of any visual interest. That's a mistake — your hiring assessment is one of the first encounters your candidate has with your organization — *shouldn't it be a great one?*



# Candidates

- ▶ The RightChoice system takes a different approach to the candidate experience, engaging them right from the start. The questionnaires are graphically rich and written with everyday, conversational language. They feel approachable and up to date.



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# Candidates

- ▶ Upon completion, candidates receive an optional, [\*personalized feedback report\*](#). This report gives them some information about themselves based on their responses. They also learn some specifics about the industry — and your company — with “did you know?” factoids that may help open their minds to a career path they might never have seriously considered before.
- ▶ Even if it turns out that “now is not the right time” for the candidate, they will leave this initial encounter with a positive impression, leading to goodwill and potentially warm referrals down the road.



# Hiring Managers

- With the rapid turnover of recruiters and hiring managers in our industry, it's important that the investment you make in solutions does not go to waste. The best way to ensure long-term adoption is to choose tools that are *proven*, straightforward, and easy to use.



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# Hiring Managers

- ▶ The RightChoice system provides hiring managers with [feedback reports](#) that are simple to interpret. They are short and sweet — providing highly relevant, yet succinct, information with a contemporary voice and an attractive layout. At a glance, they will have all the information they need to make informed decisions.
- ▶ Hyperlinks embedded in the reports connect hiring managers to additional information from the RightChoice Resource Library. They can turn to this library for help interpreting ratings, downloading suggested interview questions, and more.





# Tailored Solution

- LL Global's new RightChoice system offers you the ability to tailor your hiring and selection solutions to best fit your unique needs. You select the assessment components that fit your ideal candidate profile and work environment. We provide the time-tested, validated results that give you the peace of mind that you are making quality hires.



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# How It Works

## 1. Select the assessment components that make the most sense for your environment.

### ▼ Current assessment components available:

- ▶ **Success Predictor:** Identify candidates' success potential through bio-data validity
- ▶ **Sales Persona:** Reveal candidates' sales personality makeups and unique motivators
- ▶ **Learning Styles:** Understand and leverage each candidate's primary learning style
- ▶ **CareerView:** Uncover candidates' work style preferences, motivators, concerns, and expectations in order for hiring managers to provide a realistic preview of the career and to evaluate appropriate fit
- ▶ **Performance Skills Index:** Identify people with cognitive skills needed to succeed as sales or service representatives and pass exams
- ▶ **Other Components Coming Soon!**

## 2. Determine which reports and report features you wish to activate.

## 3. Provide any company-specific content and links for the "did you know?" section of the candidate reports.



# Make the Right Choice



Make the right choice when it comes to  
your hiring and selection tools.

To contact LL Global about the  
RightChoice system  
please email us at  
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Check out RightChoice today at  
<https://www.limra.com/rightchoice>

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