

WHAT IS A PERFORMANCE BENCHMARK?

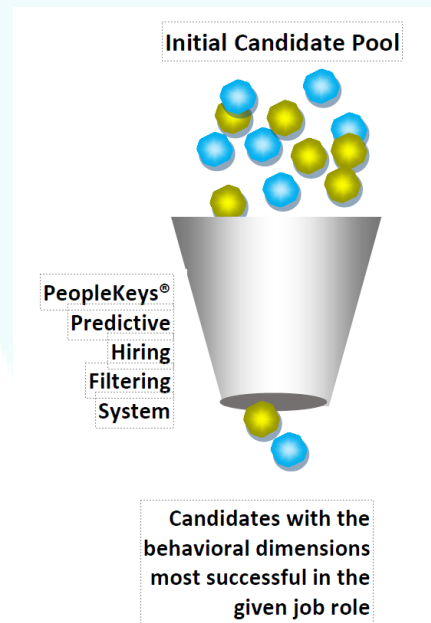
PeopleKeys has been working in companies for 35+ years to hire the best person for the job. Through their work, they have collected behavioral data on the "Top Performers" in hundreds of occupations.

From their data files, PeopleKeys has created hundreds of "Occupational Benchmarks" to replicate the Top Performers of top companies. Now, this data can be utilized by your company through your PeopleKeys account.

Use your PeopleKeys account to filter applicants from your initial candidate pool.

By applying a Benchmark to your PeopleKeys Keycode, you can be sure that every candidate who takes behavioral assessments will also be assessed against the Behavioral Benchmarks of the occupation. Hiring managers are given a short list of those who:

- Have the right personality for the job
- Have the behavioral dimensions of top performers in that role
- Fit the corporate culture



PeopleKeys Account Dashboard Example

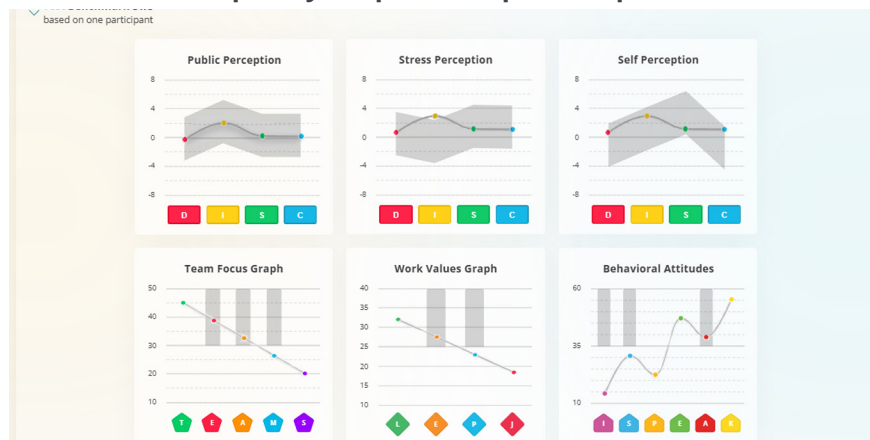
PeopleKeys dashboard ranks candidates. GREEN = matches the benchmark
YELLOW = close match to benchmark
RED = outside the benchmark

Just because a candidate doesn't match, does not mean that they might not still perform well in the position. The indicators operate just like a traffic signal. When you approach an intersection with a green light, it is considered safe to proceed into the intersection, but if the light is yellow or red, you must approach with due caution. You need to stop and look to determine when it is safe to proceed.

Assessment Date	First Name	Last Name	Email	Status	Benchmark alignment	D T V B
04/22/2025	Samuel	Sample	test22@peoplekeys.com	Completed	Red	5/12 View Report PDF View Results
04/10/2025	Samuel	Sample	test21@peoplekeys.com	Completed	Yellow	5/12 View Report PDF View Results
06/03/2020	Sample	User	sample@pk.com	Completed	Green	12/12 View Report PDF View Results

For this purpose, you have the option of including interview questions in your report to ask the right questions to the candidates who are just outside the benchmark.

PeopleKeys Report - Graph Example



The above example shows the Candidate's DISC Style, represented by the dots and lines, overlaid on the Benchmark represented by the shaded area. This gives the hiring manager a visual representation of each candidate and how they meet the benchmark.