

The Ascentii Manifesto



“If you hire people just because they can do a job, they’ll work for your money. But if you hire people who believe what you believe, they’ll work for you with blood and sweat and tears.” - Simon Sinek

Why We Do What We Do: Organizations gamble with their future and profitability every day when they hire a new employee or contractor. Our passion is to identify the best talent for our clients – faster, better and for lower cost than anyone else, anywhere in the world. However, our focus extends beyond talent acquisition into all areas of decision support for employee and workforce optimization; *on demand*. We believe there is an ethical and humane way to deliver on this passion, one that equally serves the interests of the organization, job applicants, employees, contractors and shareholders. The result is better *employee* satisfaction and retention which results in better *customer* satisfaction and retention which in turn results in higher revenue and profitability for our clients.

We thoughtfully and respectfully challenge the status quo in everything we do; not for the sake of being different, but because these modern times require a different approach and a different toolset to obtain immediate, measurable & sustainable business results for clients.

How We Do What We Do: Our cloud-based tools can accurately predict how successful a specific person will be in a specific job doing specific, prioritized, day-to-day, job-related activities; we have over 1,200 jobs to choose from. Our tools have consistently proven to be >87% accurate >95% of the time. New clients can obtain access to a system <5 minutes. Our expectation is that all new users will be productive within their first hour of using one of our solutions, even without any training, and that a 100% ROI is obtained within 6 months.

What We Do: We provide clients with the ability to use legally defensible, competency-based criteria to screen and rank order an unlimited number of applicants, employees and contractors for any job(s) in less than 1 minute. Our solutions also provide real-time decision support for all issues relating to workforce planning, optimization and elasticity.

**“There is nothing so compelling as an idea whose time has come;
that idea is The RoleFit Survey, that time is now.”**

Gary L. Melling, Founder and CEO, Ascentii, Burlington, Ontario, Canada