



**FOUR
GROUPS**

Case Studies

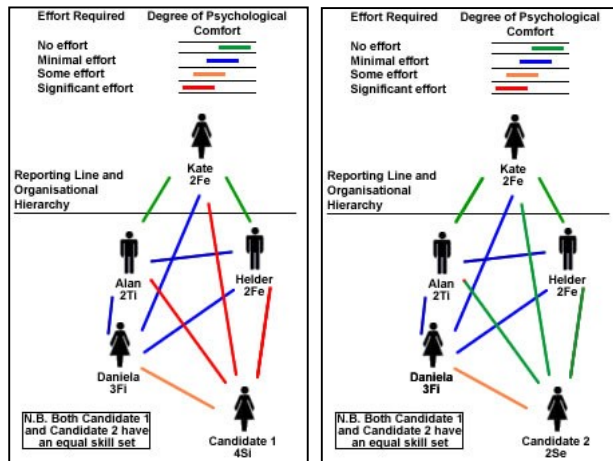
Recruitment



Case Studies

The following document introduces a case study highlighting the work of Four Groups Ltd. Please note, at client's requests, company names and identifiable information has not been made available.

Recruitment



Using 4G for recruitment is a popular and straightforward application. By predicting relationships prior to the appointment of a candidate, 4G allows organisations to add greater levels of foresight to their recruitment practices. In particular, 4G highlights both easy and cohesive relationships along with those relationships that are more challenging and require more work.

The following two diagrams illustrate the different impact that two candidates can have on an existing team. While 4G is skills neutral, the contrast in team cohesion should be clear.

While there are many specific examples, Four Groups have seen numerous selection decisions complemented via the use of 4G, either to confirm a candidate's suitability or position as a preferred candidate, or to reject an individual based on multiple factors. Often, companies will use 4G in order to enhance their own recruitment processes. It is also important to stress that 4G is skills, sex, age and race neutral. In summary;

- 4G makes it possible to predict relationships, highlighting easy and difficult examples
- 4G can be used as a complement to or as an outright decision maker for candidates
- 4G is neutral for skills, sex, age and race



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