

## The Importance Of Job Scorecards

In today's fast-paced business environment, optimizing hiring processes and performance evaluations is a top priority for organizations. Enter Job Scorecards, crucial tools for achieving these goals.

Job Scorecards enhance hiring decisions by providing a framework that outlines performance metrics, core competencies, and measurable criteria for success. Unlike traditional job descriptions, Job Scorecards offer specificity and encompass the full range of expectations required for a role. Incorporating them in the hiring process enables effective evaluation of candidates, ensuring they possess the necessary qualifications and aligning their strengths with job requirements.

Performance evaluations often lack objectivity and focus on metrics. Job Scorecards address these challenges by providing a structured framework to assess employee performance against specific job metrics. Defining precise

metrics and competencies allows organizations to objectively communicate clear performance expectations.

Job Scorecards play a pivotal role in driving employee engagement and alignment. By clearly defining expectations, employees clearly understand the measurables they will be reviewed against, enhancing their motivation and engagement.

Moreover, they empower professional growth by highlighting areas for improvement. Clear expectations enable meaningful discussions, identification of skill gaps, and the creation of tailored development plans.

Job Scorecards are indispensable for optimizing hiring processes, enhancing performance evaluations, driving employee engagement and alignment, and empowering professional growth. Incorporating Job Scorecards allows organizations to redefine how job performance is measured and foster a culture of continuous improvement.



### Client Case Study

## Clemens Food Group

Founded in 1895, Clemens Food Group is a sixth-generation, family-owned vertically coordinated pork production operation, with sister organizations that include feed milling, farming, processing, transportation, and logistics.

Driven by a continuous desire to improve talent and the culture within all levels of the company, Clemens senior leadership brought in Cyndi and John Gave of The Metiss Group, to assist the fast growing company over a decade ago. They helped train the Leadership Team on creating job definitions and an assessment process for hiring. These processes helped significantly as the company more than doubled in size to over



5,000 employees in the years that ensued.

"Their knowledge of behavior science and getting the right people while preserving our culture has proved invaluable," said Keith Stahler, Director of Talent Acquisition. "The Metiss Group has been an exceptional partner for us."



Senior Advisor Profile

## Sara Daniels



I have enjoyed my career at The Metiss Group. I came to them with a lot of financial management experience having worked in manufacturing, energy, health care and services. While I enjoyed that work, when I was given a chance to move to the people side of things the light bulb went off. I loved it.

The Metiss Group has allowed me to bring all this experience together to help our clients put processes in place that allow for more predictable people results. The variety of industries within which my clients work ensures that there is never a dull day. Helping in any way to develop leadership, ensure the right candidate is hired and being part of a bigger network is my passion.

When I am not working you can find me at the gym, on the golf course, reading a book or (yes) watching reality TV.



## Employment Trends

As of June 2023, the unemployment rate continues to hover about 3.6%. It wrapped up last quarter at about 3.5%.

Despite the low unemployment rate, according to the Society for Human Resource Management, the average time-to-fill a position has dropped from 42 to 36 days.

In June, the WSJ/Vistage Small Business CEO Confidence Index fell from 79.8 out of 100 in March, to 74.2, but it's being considered stabilized when compared to the 69.0 in Q2 of 2022. As a point of reference, the lowest we saw during the pandemic was 65.5 in Q2 2020, and the highest in pulling out of the pandemic was 108.8 one year later, Q2 2021. The Vistage CEO Confidence Index has been a proven predictor of GDP, two quarters in advance since its launch in Q2 2003.

According to *Forbes* in a June 2023 article, their research indicates 12.7% of full-time employees work from home, 28.2% have adapted to a hybrid model, meaning 59.1% still work in an office full-time. Up-work predicts by 2025 22% of employees will work from home

Various sources seem to agree the salary increase budget for 2024 is likely to be 3.9 - 4.1%. As we know, employees leaving jobs is up during the last 3 years. In this case, data is totally mixed and depends on sectors, geography, etc. but it seems if someone were to change jobs, the average increase in their pay will be 10-12% with unique situations 18-20% or even higher.\*

\* Graciously provided by Brian Walby of Walby & Associates. Brian was previously a Compensation Consulting Market Leader with Mercer Human Resource Consulting, the Midwest Compensation Consulting Practice Leader of PricewaterhouseCoopers LLP, a Senior Consultant in the Detroit office of Sullivan, Cotter and Associates, Inc., and the Director of Global Compensation for TRW Automotive.



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welcome to the 2nd issue of

## Talent Trends

this edition we'll discuss:

An Update On The Current  
Employment Trends

The Importance of  
Job Scorecards

Clemens Food Group:  
Creating Processes For Fast Growth

**TheMetissGroup.com**

200H North Harbor Place

Davidson, NC 28036

**P** (704) 837-0696

**E** info@TheMetissGroup.com