



*Customer Spotlight*

## Assessment Platform Provides Tools to Make Successful Hires



101 N. Main Street  
Bloomington, IL 61701

[www.degarmo.com](http://www.degarmo.com)  
866-4-DEGARMO  
[sales@degarmo.com](mailto:sales@degarmo.com)

## The Company

Illinois CancerCare, P.C. is a comprehensive practice treating patients with cancer and blood diseases. whose focus is on providing state-of-the-art treatments for patients while staying on the leading edge of breakthrough research and medicines. Illinois CancerCare is one of the largest private oncology practices in the nation, with 17 physicians and 13 different clinic locations.

## The Challenge

Illinois CancerCare expressed interest hiring individuals who would fit with the organization's values – primarily focused on helping people suffering from cancer and blood diseases overcome them to live healthy, inspiring lives.

## Assessment Strategy & Key Differentiators

DeGarmo recommended a **culture fit** assessment to measure person-job fit. This assessment platform is one of the most dynamic and sophisticated candidate profiling systems on the market. The culture fit assessment gauges a person's level of match to the organization's culture.

According to Timekia Faulkner, Senior HR Generalist, "Several key stakeholders were involved in ensuring the solution met the needs of our company. We at Illinois CancerCare appreciate that DeGarmo was able to help create and administer a tool that we can use for applicants that gives us a report that analyzes where the applicant would fit regarding our values."

*"The solution provides another tool to help us make a successful hire, assessing a candidate's fit within our company values."*

Timekia Faulkner  
Senior HR Generalist  
Illinois CancerCare

## Profile Build

Illinois CancerCare utilized DeGarmo's customization of a culture fit assessment to more objectively measure person-organization compatibility. DeGarmo's culture fit assessment works by comparing Illinois CancerCare's importance ratings of eleven core work values (or "culture elements") – such as Achievement, Propriety, Interpersonal, etc. – to those of internal or external job applicants.

## Assessment Impact

Illinois CancerCare has been pleased with the products and service offered by DeGarmo.

Faulkner specifically mentions this in description of the implementation process by noting: "several key stakeholders were involved in ensuring the solution met the needs of our company. We appreciate that DeGarmo was able to help create and administer a tool that we can use for applicants that analyzes where the applicant would fit regarding our values."

She goes on to mention, “Illinois CancerCare has worked with DeGarmo for years. We are pleased with the solution they offer. It is a helpful tool in ensuring we make a successful hire with each candidate, assessing their fit within our company values.”

## About DeGarmo

DeGarmo develops and distributes innovative talent assessment and development solutions to help clients maximize revenue growth, productivity, and workforce stability. Our award-winning pre-employment assessments, leadership assessments, and training solutions have been delivered to millions of job candidates worldwide through our talent platform, or through integrations with major applicant tracking system (ATS) providers. More than 10,000 HR professionals have received HRCI or SHRM certification credits through DeGarmo’s webinars on critical HR topics such as talent assessment, interviewing, leadership, turnover reduction, and culture fit.

*“Illinois CancerCare has worked with DeGarmo for years. We are pleased with the solution they offer. It is a helpful tool in ensuring we make a successful hire with each candidate, assessing their fit within our company values.”*

## Contact Information

Contact DeGarmo for more information on this case study or our talent assessment solutions toll-free at (866) 4-DEGARMO, or at [sales@degarmo.com](mailto:sales@degarmo.com). Visit us online at [www.degarmo.com](http://www.degarmo.com).

