

Case Study:

Illinois CancerCare, P.C.

DeGarmo's Assessment Platform Provides Tools to Make Successful Hires

Headquarters: Peoria, Illinois

Industry: Healthcare

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 in hiring individuals who would fit the organization's values—primarily focused on helping people suffering from cancer and blood diseases overcome them to live healthy, inspiring lives. Their process prior to implementation included a resume review, phone screen and interview. Senior leaders were looking for ways to more consistently and objectively identify the extent to which people aligned with their corporate culture. Through the use of a pre-hire assessment, Illinois CancerCare would gain valuable insights regarding each individual's strengths and gaps from a culture perspective, and equip recruiters and hiring managers with information to facilitate a more comprehensive interview.

Assessment Strategy & Key Differentiators

DeGarmo recommended customizing a **culture fit** assessment to align with the values of Illinois CancerCare. 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**

Profile Build

Implementation of the assessment began with a culture benchmark analysis in which data regarding the relative importance of culture elements were gathered from senior leaders. As part of the benchmark process, leaders were required to rank order culture statements based on how important they should be to the organization in the future. With this perspective in mind, DeGarmo was able to build a profile that accurately reflected future-state cultural goals. Additionally, since data was collected independently from senior leaders, and analysis was performed to determine the level of agreement among their rankings. Assessing leader agreement is a critical step in the benchmark process to ensure the culture state is accurately represented. After the benchmark analysis was performed, outcomes were presented to key stakeholders for review and finalization of the culture profile. With this step successfully completed, it was then possible to begin using the Illinois CancerCare culture profile to support the hiring process.

Assessment Administration & Outcomes

DeGarmo's culture fit assessment was included as part of the talent acquisition process to ensure that otherwise qualified candidates aligned well with the work values of Illinois Cancer Care. The assessment required candidates to complete the same type of value ranking exercise as described for senior leaders during the benchmark process, with the key difference that candidates ranked statements based on personal importance. The assessment had an average completion time of about 20 minutes. Illinois CancerCare was able to use the assessment results to prioritize job candidates as well as to help influence the nature of interview questions that followed.

Illinois CancerCare has been pleased with the products and service offered by DeGarmo. According to Faulkener, "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."

“ 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.”

What is DeGarmo?

DeGarmo is a recruitment, assessment and consulting organization that has provided services globally for more than 20 years. DeGarmo helps organizations identify the best talent in less time through recruitment optimization, superior assessments, and predictive analytics. Our solutions provide the talent intelligence you need to make better selection decisions, support effective coaching, and drive the development of your people.

With talent insights from DeGarmo, you can more effectively build talent pipelines and support the long-term growth of your business.