Case Study:
Reliable Automatic Sprinkler Co.

DeGarmo's Fit Index® Assessment Provides Tools to Make Successful Hires

HDQ: Bloomingdale, IL

Industry: Fire Protection Equipment

Reliable Automatic Sprinkler Co., Inc. is a global manufacturer and distributor of fire protection products. Reliable manufactures the highest quality and most innovative fire sprinklers, valves and special systems on the market; distributes a full line of best in class system components; and backs it up with premier customer service. Reliable's corporate headquarters is located in Elmsford, NY; manufacturing plant in Liberty, SC, and regional sales and distribution centers throughout the US and across the world.

The Challenge

Three of the goals that are at the heart of Reliable's mission is: to be the leading manufacturer of innovative quality-oriented fire sprinklers and systems devices, to be a leading supplier of fire sprinkler system components, and to provide the highest level of operational excellence in customer service.

To help Reliable Sprinkler achieve that mission, they expressed an interest in defining and unifying the organization's values to find better hires that would fit their corporate culture, as well as aligning with the position's key work style elements.

Assessment Strategy

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

Reliable® TECHNOLOGY • QUALITY • SERVICE

> *"DeGarmo definitely stood out by putting exactly what we were looking for together in one package, for a very good price as well.*
>
> *-Susan Mason*
> *Supervisor, Employment and Organizational Development*
> *Reliable Sprinkler*

According to Susan Mason, Employment and Organizational Development Supervisor, what was most attractive about the assessment platform is that key stakeholders who made the organization what it is today were involved in ensuring the solution revealed the ideal cultural profile. Mason also states that from the profiling process, “Reliable Sprinkler was able to unify the organization’s culture. We had never defined the culture before. Each department had its own personality, its own culture.”

> ***“Through the DeGarmo solution, we were finally able to define and unify our culture. As a result, our hiring and selection processes have improved.***

Profile Build

Reliable Sprinkler utilized DeGarmo’s customization of their Culture Fit Index® assessment to more objectively measure person-organization compatibility. This assessment works by comparing Reliable Sprinkler’s importance ratings of core work values (or “culture elements”)—such as Achievement, Propriety, Interpersonal, etc.—to those of internal or external job applicants.

Assessment Impact

Reliable Sprinkler has been pleased with the products and services offered by DeGarmo. Susan Mason mentions this in describing how the solution has affected the hiring process by noting: “We are able to evaluate a candidate not just by the score they receive, but also through careful consideration of their responses. We are better at understanding the correlation between how candidates respond and whether they will be a good fit in the organization.” Susan Mason adds, “We are pleased with the solution they offer. We believe that as we continue to grow and evolve as an organization, DeGarmo solutions will help us manage the change effectively.”

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.

www.degarmo.com | sales@degarmo.com | 866 4-DEGARMO