

Traditional recruiting models are broken, causing operational and financial pain for companies seeking a world-class workforce strategy. You and your employees are on a shared journey of meaning which must be understood and accounted for. At Pathways, we intimately understand this journey, because over the past 25 years, we have mapped and decoded the relationship and connections between organizations and employees. The following three core innovations work to improve your recruiting and retention efforts and ease your pain.

## RECONSTRUCTED INTERVIEW

### *"A more predictable outcome"*

Developed in 1997, Pathway's proprietary interview methodology removes bias, improves interactions between you and candidates, and facilitates more meaningful conversations about what matters most to both the organization and candidate.

## VALUE-BASED PRICING STRUCTURE

### *"Retention rewards both of us"*

We removed the price tag from the candidate's head. This broken pricing model is counterproductive to retention. Pathways charges a monthly fee delivering a consistent flow of aligned candidates along with relevant reporting to drive an ever-evolving conversation with new hires.

## CANDIDATE DIRECT SEARCH

### *"An unparalleled depth of insight"*

Our search methodology allows us to deeply understand and build the bridge from your organization to candidates who are connected to your culture, values, and the role you're seeking to fill.

*"There is simply no other company who understands our challenges so deeply, and responds with such a comprehensive and human solution. Pathways ensures we hire the right people who align with our culture and mission."*

*Brad Schwartz, CEO, Interim Healthcare*

IF YOU'RE SAYING, "what we're doing and what we've tried in recruiting isn't working..."

IF YOU'RE a relationally-minded organization with caring and empathy as core drivers...

IF brutal honesty and the willingness to take intentional action is part of your ethos...

***...then Pathways is here to help you and your employees do great work together.***

## THE PATHWAYS JOURNEY

Every morning billions of people wake up and go to work. We spend close to 60% of our adult lives at work. Whether you wield a hammer or a stethoscope, the responsibilities you hold, the relationships you forge, and the decisions you make are expressions of your identity and define your existence. Because of these experiences, most of us care about meaning at work.

Companies offer products and services to improve the human experience. The recipe for sustainable business lies in its ability to create value meaningful to its customers' lives. If you deliver something that matters to your customers, your business is more likely to be retained by more people.

Our way of life depends on these two journeys coming together: to *create* and *deliver* value. The better the relationship between the two, the better the odds of value creation and delivery. When the employee and employer engage in meaningful dialogue and purposeful activities, customer experiences can be transformative. These three journeys form a relational interlocutory that is the holy grail of business.

Many companies excel at perfecting the journey between the organization and the customer. That's not what we do. Pathways has spent decades decoding and mapping the journey between the organization and the employee. These journeys are different, but given the right structures can come together to do remarkable things.

We help organizations and people come together to do great work. We do this by helping our customers design and execute workforce strategies that improve recruiting, engagement and develop overall world-class people strategies. Our products and services can help you achieve inner transformation, so you can transform the markets and companies you serve.

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 Premise Health. <small>Keep your edge.</small>	 Expedia	 Seattle Children's <small>HOSPITAL · RESEARCH · FOUNDATION</small>	 NFP®	 Crossroads <small>HOSPICE &amp; PALLIATIVE CARE</small>	 B/E AEROSPACE	 KenCrest <small>Your Dreams. Our Mission.</small>

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Helping People and Organizations Do Great Work. Together.