Three Phases of Determining Success
ThreePDS

Phase A

Client Requirement/Explanation of qualification methods/ **Requirement Analysis**

Research Team Utilizes Three PDS Database, Professional Affiliations, Referrals, e-Recruiting and Specialized Methods to Identify/Screen Candidates

Requirement Analysis used to qualify Candidates

Client Interest in Candidate Proceed to Phase B

Research Team provides additional information for Candidate interview

Phase B

Interview Process Begins

Schedule and Facilitate interview process for Candidate and Client

De-brief Client and Candidate Interview utilizing **Requirement Analysis**

Collect and Appropriate Feedback to Client and Candidate Proceed to Phase C

Phase C

Client and Candidate Agreement

Acquire offer from Client and Begin Reference Checks for Client

Requirement Analysis satisfies Candidate and Client interests

Acceptance and Start Date