

Spotting *Early Value Signal* in a world of **CV Noise & Funnel Fog**



*How to close the **attention** and **value** gaps in volume hiring funnels*



The Core Idea:

Invest attention where there is a **clearer signal** – one where applicant **green flags** that multiply value and where hidden **red flags** that erode it, are identified early.



Funnel Fog

Today's CV doesn't often fully represent the person. It represents the person plus a **polishing prompt**.

We're entering an era where TA teams are drowning in a noisy world of **synthetic signal** – where AI-polished CVs and mass-apply behaviour distort who deserves human attention.

Talent Triage cuts through the **Funnel Fog** and adds behavioural signal clarity at the top of the funnel to indicate potential value.



Green Flag Signals: what predicts performance that leads to value?



High-value candidates show two measurable performance related green flag indicators:

1. Performance-Enabling Personality

- Conscientiousness level aligned to job task structure
- Role appropriate levels of Emotional stability
- Agreeableness for relationship building, or tough-mindedness for determination
- Openness where adaptability matters, or structure where rules matter
- Extraversion where influence is required, introversion where sensitivity and is
- Teamwork where collaboration is needed, or self-motivated

Not "good personality", but job-relevant personality traits.

2. The Right Level of Ability

Not always high intelligence, but more the relevant cognitive ability to:

- Learn quickly
- Solve routine problems independently
- Process information at role speed

Takeaway: **Green flags** are when personality fit and ability **align** with job requirements, so **high performance** can emerge and **value** can be delivered.

Red Flag Signals: what erodes value at scale?



Key point: Counter-productive behaviours compound faster than performance gains.

In volume hiring, the biggest risks are:

- Aggression or hostility under stress
- Dishonesty or integrity lapses
- Reliability instability (attendance, punctuality)
- Computer or device misuse
- Theft or rule violations
- Substance abuse tendencies
- Inappropriate conduct or harassment risk

These behaviours don't just reduce output. They:

- Increase management time and intervention
- Drive disciplinary workload
- Raise attrition
- Damage team morale
- Expose organisational risk
- Erode value

Takeaway: **Red flag** counterproductive behaviours scale systemically and can **divide and subtract** from the **value** being delivered.

Why Talent Triage matters



When applications surge from AI-amplified applicants, **noise** is created and **signal** is buried. **Attention** then becomes your scarcest asset.

Talent Triage prioritises candidates based on behavioural **red** and **green** flags that help you understand potential performance and value:

- Job-aligned personality
- Sufficient cognitive ability
- Early detection of often overlooked counter-productive risk

Before time and attention is misplaced on low value CVs & interviews.

Talent Triage closes the attention and value gaps by identifying **green-flag performance signals** early and filtering **red-flag behavioural risks** before they erode stability.

The Plan



Takeaways:

Takeaway: You don't have a talent shortage problem:

You have a top-of-funnel **signal detection** problem that leads to **attention** and **value** allocation issues.

Takeaway: Invest where the signal is:

In volume hiring, **attention** is your **working capital**. Deploy it where it matters most.

Takeaway: Investing your attention:

Follow behavioural **signals** that **close** the attention and value gaps.

Takeaway: Investing in high value candidates:

Green flags indicate performance-enabling behaviours that lead to **value creation** and delivery.

Red flags indicate behavioural risks that can **erode value** by costing you time and money in the future.

Takeaway: The hiring stability advantage:

The more **stable** your hiring, the lower your attrition and the less organisational energy is drained managing **preventable disruption**.