

1. What Talent Triage is

Talent Triage is a structured way to prioritise candidates using signals that predict job performance.

Borrowing from medical triage, candidates are **prioritised** so hiring attention goes to the strongest signals and candidates first.

2. Why Talent Triage exists

Modern hiring suffers from two structural problems.

The Attention Gap

Hiring attention is consumed by **high-volume, low-signal information**.



Examples:

- CV pedigree
- Keyword matching
- Interview charisma
- Familiar backgrounds

These signals attract attention but **predict performance poorly**.

The Value Gap

High-potential candidates often produce **weak visible signals** early in hiring.



Examples:

- Non-traditional backgrounds
- Quiet competence
- Strong cognitive ability not visible on CV

As a result, organisations often:

- overlook future high performers
- prioritise familiar but lower-performing candidates

This is especially true in entry level and early careers job roles.

The Result

Hiring attention is **misallocated**.



Strong signals are ignored.

Weak signals dominate early hiring progress decisions.

This creates instability in hiring outcomes further down the road.

3. The Talent Triage principle

Instead of evaluating everyone equally, **candidates are prioritised first**.



Like medical triage, attention is directed toward the signals that matter most.

This ensures hiring attention is focused where **performance probability is highest**.

4. The signals used in Talent Triage

Talent Triage focuses on signals that research consistently shows predict performance:

– Cognitive Capability

Ability to solve problems, learn quickly, and handle complexity.



– Behavioural Risk

Patterns that predict counter-productive workplace behaviour.



– Job-Fit Capability

Alignment between a candidate's capability profile and the role's demands.



These signals act like **clinical indicators** (blood pressure, vital signs, etc) in medical triage – helping prioritise attention where the strongest performance potential exists.

5. Green flags and red flags

Talent Triage surfaces signals early that help teams prioritise effectively.

Green Flags

- Strong learning agility
- Cognitive capability aligned with role complexity
- Behavioural patterns linked to reliability and judgement
- Evidence of capability fit with job demands



Red Flags

- Behavioural volatility or risk patterns
- Low cognitive capability relative to role complexity
- Capability mismatch with role demands
- Signals associated with instability or early failure

