

WAY Executive Brief

Prove the fit before the hire.

Pillar 02 of six · Assess · The fit-assessment pillar of the Keystone Vault workforce platform.

The challenge

Hiring on résumés and gut feel is expensive. A candidate can look perfect on paper, interview well, and still be wrong for the role — and the mismatch only shows up months later as underperformance, friction, and turnover. Most teams have no defensible way to measure whether a person actually fits what the job demands before they make the offer.

What WAY does

- **Define the role's reality.** Capture the conditions, traits, and standards that actually predict success in a role — before you ever assess a candidate against it.
- **Assess the candidate.** A structured assessment battery measures each person against what the role truly requires, consistently and comparably.
- **See the fit.** A clear, evidence-based picture of fit — so the hiring decision is defensible, repeatable, and based on more than instinct.

Independent or stacked

WAY runs on its own, front to back. But it is built to **stack** — because every Keystone Vault pillar writes to one shared record, WAY gets stronger the moment you add the pillars around it.

Stronger together. Add RecruitVault and every sourced candidate arrives ready to assess. Add WorkVault and the fit result becomes part of a permanent, audit-ready record. WAY turns sourcing into evidence-based hiring — and every pillar you stack compounds the value.

Where it fits the lifecycle

Assess sits between Recruit and Record: RecruitVault sources the candidate, WAY proves the fit, and WorkVault keeps the result. One connected motion from applicant to defensible hire.

Who it's for

Any organization that has to hire right and show its work — government contractors, regulated employers, and teams that can't afford wrong-fit hires or indefensible decisions.

See it in action. Request a walkthrough of WAY and the connected Keystone Vault platform:
info@gtcsol.com

Keystone Vault is built by GT Creative Solutions — led by Leroy A. Latshaw, a retired U.S. Army aviator who, with his wife Jamie, spent 23+ years growing a government-services firm into a \$200M international company. Every pillar reflects a standard they had to meet.