



Why Our Clients Use Assessments

In Hiring:

- The selection process is the most important point of action in terms of impacting business profitability and production. Consider the following:
 - \$ the cost of hiring below average performers
 - \$ pre-hire is the most economical point to exit marginal performers
 - \$ the most thorough selection process costs less than hiring the wrong person for one week
- Creates guidelines of skills, performance and personality needed for a position because the traits needed for success in the position are better identified.
- Screen out those unlikely to meet your performance standards and reduce poor work ethic, turnover, absenteeism, workplace theft, computer or sexual abuse concerns.
- Reduces the time needed to understand and know new employees, helping them better transition from a trainee to a productive employee.
- Increases the amount of information available for decision making, and supplement the natural tendency to hire by emotion and opinion only.

In Staff Development:

- Focus on developing and utilizing the strengths and interests of each employee to better understand and motivate them as individuals.
- Tailor training programs to individual employee needs to maximize training effectiveness and better ROI on training dollars
- Improve teamwork and understanding so there is more coordination, cooperation and communication within the organization.
- Promote the best “job-fit” to new positions to avoid losing good employees who are promoted to the wrong job.

In Leadership Development:

- Succession planning for long-term survival of the organization.
- Improve managerial and leadership skills
- Customized and individual personal development

Organization Development:

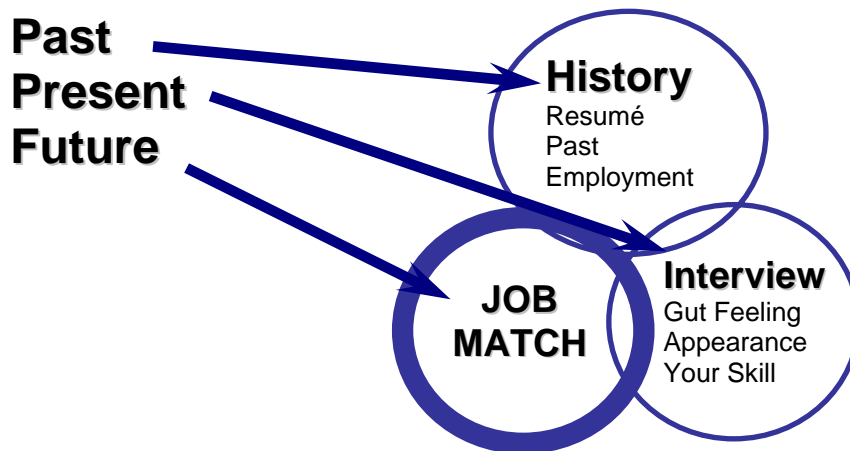
- Corporate Culture Study
- Communication and Team Unity
- Strategic Planning

AssessmentPros@aol.com • www.AssessmentPros.com

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Where do assessments fit in?



Assessments should be viewed as one “leg” of a three legged hiring stool. The three legs are: **Past** (what do they bring to the job in references, resume and past experience); **Present** (what did you think when you interviewed them); and **Future** (will they “fit” the job?). Assessments provide information on future performance as you transition someone from candidate to employee. In addition, many offer interview questions that strengthen your interview process.

No leg should have more importance, and the most effective and successful hires are built on the solid stool of 3 legs.

The three most common reasons employers test are to measure skills, attitude and job fit. Attitude assessments measure traits such as honesty/integrity, work ethic, reliability, substance abuse, computer abuse and workplace hostility. Job fit assessments usually contain an abilities (Can they do the job?), interests (Will they like to do the job?) and personality (Will they fit the personality of the job?).

We help you choose the best assessment to gather the information you seek when making hiring or managing decisions. Method of administration, your current need and budget are some of the factors that we consider when helping you choose an assessment tool for your organization.

Assessments can be administered paper/pencil or online, with the online versions being the most popular.