



Where and How Can Assessments Help You

CURRENT PRIORITIES

Selecting the Right People

- Through the same selection process we have hired top performers and less than desirable performers. How can we increase the chances of hiring more top performers?
- We have issues with employee absenteeism and tardiness.
- We've promoted star performers to other positions, only to realize it did not work out. How can we assure ourselves of promoting the right person to the right job?
- I know how to ask interview questions about job skills but lack the ability to question applicants about personality and "job fit".

Effective Management

- We have managers in place who have a good understanding of the job, but lack leadership skills. This causes problems with productivity and morale.
- We would like to train our managers and supervisors more effectively by providing them with customized training to meet their individual needs, not just "generic management" training.

Productivity

- If our managers better understood what motivated each of their employees, they'd be more effective and have a positive impact on productivity.
- We have people in the same departments with the same training who produce at different levels. Knowing why this happens would give us ideas on how to increase productivity.

Team Compatibility

- We realize that team building is much more than putting a group of people together and hoping for the best. If we could measure strengths and weaknesses of each team member, we could delegate team tasks more effectively; and reduce conflict and misunderstanding.

Retention and Development

- We want to make sure we retain our top people. The impact of losing high performing employees can be fatal and costly to our organization.
- How can we better develop our employees to reach their highest level of personal performance and job satisfaction?

Performance Feedback

- It would be valuable to provide our managers with an objective way of measuring their leadership abilities and then provide them with a personalized development plan.
- We would like to provide employees with objective performance feedback without a lot of extra work on managers, many who are inexperienced in this process.