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Why Our Clients Use Assessments

In Hiring – Prevent People Problems by Not Hiring Them in the First Place

- 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 – Create a better performing and engaged workforce

- 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 – Build and develop a bench for the future of your company

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

Organization Development – Make sure your organization can support your goals

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