Do You Assess Employees before Hiring? #recruitment #rightpeople #jobfit #reducehiringmistakes

"Hiring people is an art, not a science, and resumes can't tell you whether someone will fit into a company's culture." – Howard Schulz

Did you know?

- 85% out of the world's one billion full-time workers are not fully engaged in their work – *Gallup's World Poll*
- "The chances are good that up to 66% of your company's hiring decisions will prove, in the first twelve months, to be mistakes." - *Peter Drucker, Management Consultant*
- 78% of applicants misrepresent themselves and 66% of hiring managers are willing to accept these lapses in ethics. – *Checkster*

Why?

Reasons for Poor Hiring...	Reasons why People Stay...
Only used CV and interview, culture fit, rushed process, personality, attitude, unknown work ethic, lousy boss, colleagues, unrealistic expectations, cognitive biases etc.	Responsibilities, poor job prospects around, fear of the unknown, good salary, seniority position complex, security, stagnancy, comfort etc.

Solutions

Use online profiling and assessment tools to gain more information and insights when hiring.

Save time and money on conflict, poor productivity, re-training, poor potential, and trying to get rid of staff.

Our assessments provide you with **consistent, in-depth** and **objective** information about your people, far beyond what most managers could uncover through typical interviews and hiring steps.

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1 ProfileXT® — Measures how an individual fits in your organization

The **Profiles XT™** is a perfect profiling instrument to measure job fit, competency and match. Over 20 years of continuous development, this cost-effective instrument can eliminate many hiring and promoting problems in organisations.

The **PXT™** helps managers to make smart decisions.

2 Step One Survey II® — Measures an individual's basic work-related values

Worldwide, the **Profiles SOS II™** helps managers with key information regarding integrity, substance abuse, reliability and work ethic. The **SOS II** includes 3 reports to help managers make an informed decision before hiring a prospective candidate.

3 Profiles Performance Indicator™ — Measures motivational intensity and behaviors

The **PPI™** is a DISC based assessment tool that measures a staff member's tendencies towards productivity, quality of work, teamwork and initiative. It also measures stress, frustration, dealing with conflict and motivational tendencies.

If a team completes the PPI™, we can produce the **Profiles Team Analysis (PTA™)** at no extra cost. The **PTA™** is ideal for learning about team traits, qualities and plans for improved team dynamics.

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4 Checkpoint 360°™ — Evaluates efficiency of your managers and leaders

Esteemed by our clients as one of the best 360's in the world, the **Checkpoint 360°™** assesses the leadership and management competencies required for your top managers. A great starting point for: leadership development, performance appraisal, management development and the right leadership team.

5 Profiles Sales Assessment™ — Measures how well a person fits sales jobs

The **Profiles Sales Assessment™** is an excellent tool for measuring the traits for successful selling. These factors include competitiveness, persistence, energy, and sales drive, this assessment helps you build a more productive and stronger sales force.

6 Customer Service Profile™ — Measures how a person fits customer service jobs

Profiles Customer Service Profile™ assesses the attitudes and customer service proficiency of employees and job candidates. Provides critical information to assess customer service knowledge, skills and gaps.

Synergistic Outcomes
Strategy ▸ Performance ▸ Results

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