



# Make the right hiring decisions

Qualified applicants with high Prevue job suitability scores become top performers.

Employers in every industry share the same challenge, finding the right employees. Identifying, keeping and motivating high performing staff has a direct impact on the quality and quantity of your products and the satisfaction of your customers.

Each position in an organization requires unique abilities, traits and skill sets. The Prevue Assessment identifies and quantifies these important traits for each candidate, revealing the learning abilities, interests and work related personality traits that directly impact success on the job.

Good hiring decisions pay dividends. Bad decisions cost money.

**The Result – Job Fit.** The right person is hired for the right job which means reduced turnover costs, increased productivity and a better bottom line.

When you are hiring and promoting, you are creating the future of your company.

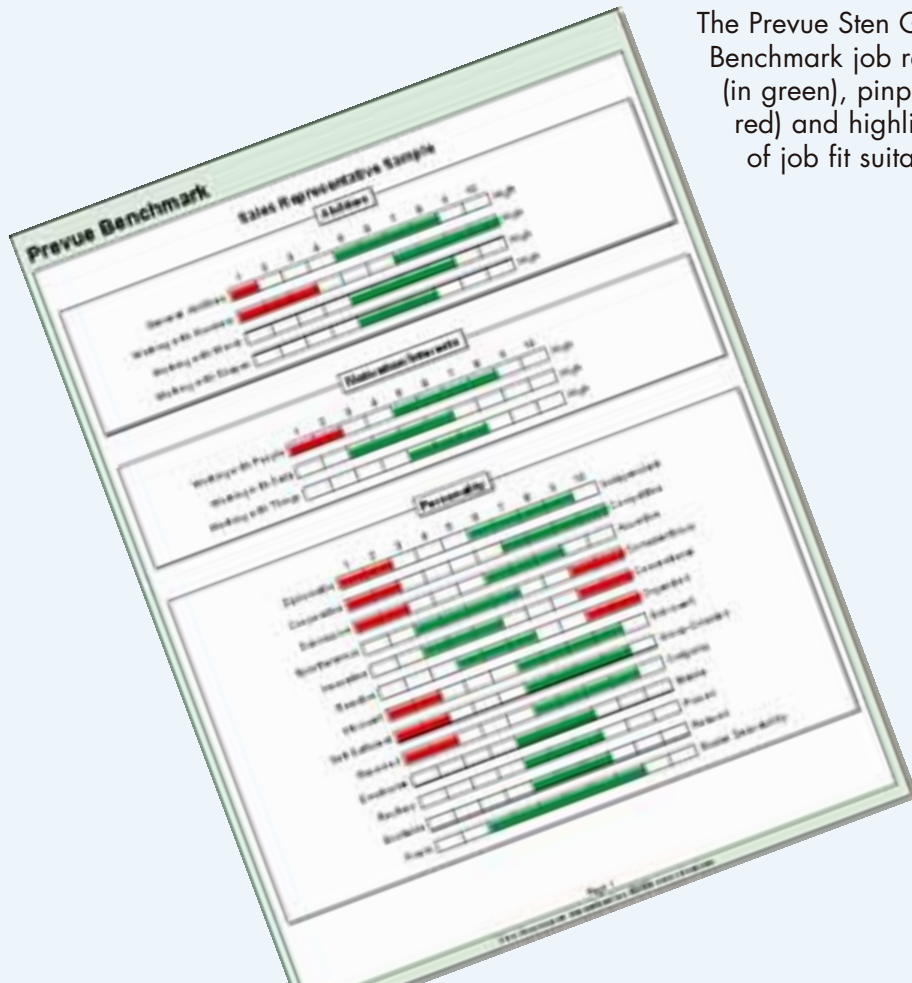
The Prevue Assessment is a valid and reliable assessment designed by business people for the business environment. Researched and developed by world-renowned experts in the field of psychometric assessments, Prevue is sophisticated in its capabilities, yet simple and straightforward in its application. Vital to all important employment decisions, Prevue provides critical job fit data about people and their jobs, effectively predicting potential productivity and performance.

## Start with a clear picture of the desired outcome

Customized Prevue Benchmarks set the standard for excellence for any position.

Prevue creates a custom Benchmark for each position or job category and clearly identifies criteria that will lead to success in the position. The Benchmark provides a standard for comparison and is tailored to the requirements of both the job and the company. Benchmarks are derived from proven results of top performers and/or management input from the Prevue Job Description Survey.

The Prevue Sten Graph visually outlines the Benchmark job requirements (in green), pinpoints Job Fit concerns (in red) and highlights the percentage of job fit suitability for each candidate.



## Recruit and retain

Well-researched surveys reveal the cost of turnover is 35% or more of the annual salary for most positions. Recruiting and retaining top performers saves the high cost of turnover while at the same time improving productivity. While education, training and previous job experience are important, the old adage: "managers hire on competence and fire on fit" still applies in most companies.

Having ALL the information increases the predictability of job fit.

So how can an organization obtain job fit information that will provide a complete and objective picture of the person being interviewed?

### Prevue Assessment is the solution!

The candidate completes a Prevue Assessment Questionnaire online or by booklet entry. The Prevue web platform or Prevue software analyzes the candidate's responses and immediately provides accurate and reliable reports based on the customized Benchmark requirements for the applicable job.

Behavior-based questions in the Prevue Selection Report are generated for areas where the candidate's results do not match the Benchmark, enabling a manager to probe areas of weakness and explore "red flag" concerns and inconsistencies.

Use Prevue to hire and retain top performers.

Each Prevue report includes a "Total Person" description of the job applicant. This Prevue insight about the core job fit characteristics of the applicant is information that is not available from interviews or other sources.

## Maximize employee productivity

In addition to the unique and powerful Prevue Selection Report, Prevue provides six other reports to support coaching, training and career management activities:

- The Personal Development Report identifies an individual's match to the job Benchmark and provides insight on training solutions to address areas of potential weakness. Communication will be positive and proactive; the individual will develop to meet the position requirements resulting in improved employee effectiveness.
- The Prevue Corporate Coach Report highlights the characteristics of an individual in terms of the sixteen interest and personality dimensions examined by the Prevue Assessment. It also reviews an individual's approach to work in nine very important work related areas. This product is designed for general coaching to better understand an individual and enhance employment relations.
- The Working Characteristics Report provides comprehensive yet easily understood information on business related behaviors. These personal characteristics provide insight about individual alignment with corporate culture and job fit and can be useful in a number of applications including leadership, team building and more
- The Individual Report provides feedback to candidates. It enables employees to understand how they compare to the general working population helping them to grow and develop in their position and career.
- Two Succession Planning Reports to address the following functions:
  - a. A candidate can be compared to multiple benchmarks for career planning and succession planning.
  - b. Multiple candidates can be compared to one benchmark to identify the best candidate for succession planning or to fill a current vacancy.

Once the hiring decision is made, Prevue can continue to be utilized to assess training needs, develop a coaching strategy and further employee development.

Coaching Reports identify training and development needs

The Prevue Assessment assists companies to make the right decision when it comes to recruiting, coaching, succession planning and team building