

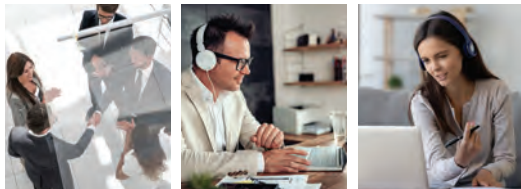


HIRE SMARTER

HAVING THE RIGHT PEOPLE ON YOUR TEAM WILL TRANSFORM YOUR BUSINESS

No matter how big or small an organization may be, each and every employee can have a big impact. This means that hiring employees should not be taken lightly, and it's critical to have a well planned and effective process for recruiting and selecting new additions to your team.

Employee assessments help to fill the gap between the resume and the interview by providing objective, reliable, and accurate data about a prospective candidate's Job Fit based on their thinking style, behaviors and interests. This allows organizations and managers to make smarter people decisions and dramatically improve success rates for new hires.



YOUR COMPLETE
PEOPLE PERFORMANCE
SOLUTION



Understand Your Needs

Client consultation to understand specific needs of the position and overall organizational culture and creation of a unique performance model (benchmark) based on what is required to be successful in the role.



Assess for Job Fit

Evaluate candidates or existing employees for fit to the position, team, manager, and organizational culture. Assess how an individual's interests, thinking style, and motivations will likely impact their behaviours and success on the job.

OUR INTEGRATED APPROACH



Make the Right People Decisions

Provide selection reports with job match results, detailed interview questions and management coaching reports to help new and existing employees reach their full potential.



MAKE HIRING DECISIONS WITH CONFIDENCE — EVERY TIME

UNDERSTAND YOUR NEEDS



Understanding that no two roles or organizations are the same, we take the time up front to understand our clients' unique needs through consultation and completion of a Job Analysis Survey in order to select the right employee assessment tool to meet those needs. Our PXT Select assessment allows us to create a unique performance model (benchmark) that measures for a candidate's fit to a specific role based on their thinking style, behavioural tendencies, and interests.

PXT Select provides insights into a candidate's Job Fit based on:



Thinking Style (Can they do the job?)

An index of expected learning, reasoning, communicating and problem-solving potential. Essentially, it reflects a candidate's ability to process information and includes verbal skill, verbal reasoning, numeric ability and numeric reasoning



Behavioural Tendencies (Will they do the job?)

Considers commonly observed actions that define who we are within 9 common behavioural traits. These attributes have been scientifically proven to be important in work settings and specific roles – sales, service, leadership as examples



Interests (Are they interested in doing the job?)

Prioritizes six interest areas which are effective in predicting a candidate's motivations and potential job satisfaction in various roles



ASSESS FOR JOB FIT

Through our guided virtual assessment centre, candidates can complete their assessment online, anywhere and at any time. Results are available immediately.

Assessments allow you to:

- Increase your hiring success by identifying and hiring candidates that fit the organization, the team and the role
- On-board new employees faster and more efficiently
- Coach new and existing employees for maximum effectiveness
- Reduce employee conflict, absenteeism and turnover
- Increase sales, service and leadership effectiveness
- Increase overall workforce capability, productivity, and agility

MAKE THE RIGHT PEOPLE DECISIONS



Through a combination of job fit, interview and coaching reports, we help organizations make informed people decisions related to hiring, career management and succession planning. All our assessment tools are easily interpretable and meet or exceed Global Standards of Reliability and Validity.

You will be provided with:

- Selection reports which measure for Job Fit for any position in the organization
- Customized interview questions based on the candidate's strengths and challenge areas
- Specific reports for sales and leadership roles that measures for expected behaviors on critical sales and leadership practices
- Management coaching reports to help new and existing employees reach their full potential
- Consultation on the assessment findings to assist you in the decision-making process



TO LEARN MORE ABOUT THE RESULTS YOU CAN EXPECT
OR TO ARRANGE A CONSULTATION, CONTACT:

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