Can You Predict Job Performance?

Yes you can.

Have you ever hired someone who you were sure would be a star only to find yourself soon muttering, "What was I thinking?" Thanks to 5th generation online technology, you can predict job performance before you make a hiring decision.

For decades, many companies used *personality tests* to place candidates in jobs. If a person tested as an *extrovert*, for example, they were placed in a sales job.

The difficulty with personality tests lies in their measurement of a person looking for abnormal behavior or traits that dominate the person. For example, the dominant part of an individual may be that he or she is an *extrovert*. But you don't have a basis of knowing how much of an extrovert they are or how they compare to other people. Even the word, *extrovert*, means different things to people just as does the word *outgoing*.

We utilize a 5th generation online assessment tool created specifically for the purpose of predicting success in a job. It measures mental abilities, interests, motivation and 12 behavior predictors. Because we quantify these traits on a scale of 1-10, we are able to compare one person to another (your candidate to your top performer). For example, a person may be a *7* in extroversion while another is a *10*. The *10* talks too much, has to be the center of attention, and doesn't listen well. Do you want to hire that person? The *7* may be just what you need in that job.

Clone Your Top Performers

By performing an initial study of your top performers in a specific job, we are able to develop a Job Fit Benchmark. You are then able to use that benchmark in selecting candidates for that job.

Just as important, we are able to show you who not to hire, thus saving your company money, time and effort. No one wants to make a bad hiring decision. Now you don't have to.

Can we develop a Job Fit Benchmark if you don't have enough top performers to assess? Yes. Each job requires certain traits, interests and abilities. Our work includes presidents, managers, sales positions and any type of job. We are able to develop a benchmark based on your specific requirements. We are also able to assess compatibilities, whether someone should be on a team and what role they should play on the team. (By the way, not everyone should be on a team.)

Useful Reporting

You receive a Selection Report featuring a one page summary-at-a-glance, a Job Suitability score, suggested interview questions to ask in the interview based on the comparison to your Job Fit Pattern, and a complete narrative about the person.

Job Fit

When a person fits a job, they are more productive and easy to manage. We can show you how to select the right candidates.

- *Job Fit*
- *Candidate Selection*
- *Performance Prediction*

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