Predictive Performance Assessment for Sales Teams

We assist companies with job fit, specifically in ensuring that the **right people are hired for the right job—predicting whether a person will be a top performer**. We have 40 years of experience with particular emphasis on predicting sales performance leading to correct hiring decisions. We believe that the best companies have the best people, and that it is a significant waste of time and money to make bad hiring decisions and interview the wrong people. We offer an accurate online Total Person assessment, and also a complete, powerful, comprehensive applicant processing system that automates the entire process—from advertising your job on job boards to a custom pre-interview questionnaire to assessing the candidate and providing complete applicant administration for you.

Basically, we show you what you often do not see in a resume or interview. Unlike personality tests which measure a dominant part of a person's personality and are constructed without accepted validity and reliability standards, we **predict performance based on the total person**—mental abilities, motivations and interests and core behavior. These scores are quantified and qualified, meaning on a scale of 1-10, we can compare individuals in relation to a specific job. We measure such critical sales traits as competitiveness, drive and sense of urgency, innovation, tendency to follow rules, reaction, level of stress, team orientation, communication, fast learner, emotionally mature, etc. We produce a custom benchmark for you based on your top performers, and use that benchmark in selecting candidates for your specific job.

Our services have been used by many corporations of all sizes, including very large organizations such as Oracle, BearingPoint, HP and Swissport, as well as small organizations. Because it is important that your employees need to fit within your unique environment, culture, behavior and skill set, it is important to see that an individual fits this job before you even spend the time with an interview. This is why the benchmark of each job that we create for you is so important—and why we are able to save you a great deal of money that is wasted in job advertising and interviewing.

As an example, over a nine year period, we **saved BearingPoint millions of dollars** by showing that while most of their Business Development personnel were highly competitive and smart, 80% of the poor performers did not have *drive* and *sense of urgency*. Since they were able to detect this before making a hiring decision, they avoided many bad hires in a high paying sales position.

The assessment report on each candidate is taken online with immediate results to the hiring manager.

There's more. Each individual report contains suggested interview questions and topics based on how the person scores against the benchmark for the job. Thus, you are able to conduct intelligent, targeted interviews with your top candidates.

Aside from being the most accurate system that we know of in America, it was designed to be affordable to both small and mid-size organizations as well as availability in several languages.