

## Key Reasons to Use Assessments

### HIRING – SO I AM FOOLED LESS OFTEN

- Identify key traits needed for a job so I know exactly what I am looking for in an employee for this position.
- Better understand and know the culture of my organization, and how it can impact the success of a new hire.
- Consider “job fit” when hiring – fit to the job, fit to the hiring manager and fit to our company.
- Know key traits of a top performer, why they perform well and how to recognize it in others when I interview candidates.
- Avoid being “sold” in an interview by a likeable candidate and better ensure the candidate I interviewed is the employee I get.
- A way to combine personal hiring experience with a proven method to reduce the natural tendency of instinct, personal bias and opinion when interviewing.

### TRAINING – FOR BETTER ROI ON TIME AND MONEY

- Start new employees with clear expectations and an awareness of potential challenges to their success, preventing problems down the road.
- Know what contributes to lower performance to better choose what and how training dollars are spent.
- Address root causes of poor performance rather than symptoms, so training time and money better spent ... and if training is really the answer.
- Provide employees with individual, regular and on-going on-the-job coaching rather than a once-a-year performance appraisal tied to salary increases.
- You can't train your way out of a bad hire – so training isn't always the answer.
- People join an organization – and quit a boss. Ensure bosses (especially first line supervisors) are respected and effective so people want to perform well for them.

### PERFORMANCE – STRONGER TEAMS, MORE RESULTS, LESS WORKPLACE DRAMA

- Understand how individual team members prefer to communicate, make decisions and view their work environment.
- Manage team members as individuals rather than manage them all the same or how I want to be managed.
- Utilize and develop individual team member strengths and address traits that can hinder them personally, and the team in general.
- Help team members better understand each other with feedback on how to best interact as a team.
- Integrate new team members into an existing team by knowing their strengths and challenges as they blend into an existing team.

**LET'S GET ENGAGED AND HAVE A CONVERSATION  
TO LEARN MORE ABOUT ASSESSMENTS AND HOW THEY HELP ORGANIZATIONS.**