



SMART SOLUTIONS - LASTING RESULTS

OUR ASSESSMENTS

The assessments we offer are accurate, job related tools for pre-employment selection as well as performance improvement and employee development. These assessments have been validated and enjoy more than 40 years of continuous use in a business environment with no findings of adverse impact. In these 40 years of use, the assessments we provide have been reviewed by both the EEOC and the OFCCP in the course of their field audits of employers using our assessments. The EEOC has stated that they find nothing discriminatory about the use of these assessments. After reviewing the Reliability and Validity data for the assessments, the OFCCP stated that these assessments meet or exceed the OFCCP's requirements.

Testing applicants and employees can clear the air by providing the following benefits:

- ◆ Reveals an individual's true talents
- ◆ Clear basis for comparison with other candidates
- ◆ Comparison of abilities with those required by the job
- ◆ Questions to ask in an interview
- ◆ Introduces objectivity into the selection process
- ◆ Evidence of due diligence in the event of litigation
- ◆ Ability to benchmark successful performers
- ◆ Basis for developing specific training and development programs
- ◆ Insight for managers to know how to best manage subordinates

EXECUTIVE ACHIEVER

Full Achiever, plus Leadership and Competency analysis, for upper level professional and management jobs.

ACHIEVER

Measures six mental aptitudes, ten personality dimensions and two validity scales for professional, sales, management, supervision and administration jobs.

SALES ACHIEVER

Full Achiever in sales language, for inside or outside sales.

GUARDIAN

For hourly jobs; measures ability to learn, math, numerical perception and personality.

SCOREBOARD

For entry level and hourly jobs; measures personality and direct admissions of theft, drug or alcohol problems as they relate to the job.

PERFORMER

For entry level and hourly jobs; measures ability to learn, numerical perception and ten personality dimensions.

BESTHIRE

For basic, entry level positions. Provides feedback regarding reliability and dependability as well as job fit.