



SMART SOLUTIONS ~ LASTING RESULTS

WHY TEST EMPLOYEES WITH THE ACHIEVER?

A recent study by Deloitte Research concluded that employees are becoming increasingly disaffected. Successful organizations find ways to engage employees in ways other than the bigger paychecks or better benefits that competitors can easily match. But, how does an employer determine the best way to engage employees? By testing them with The Achiever.

Testing employees with The Achiever provides the following benefits:

- ◆ Insight into the best way to manage an employee
- ◆ Find other positions within an organization an employee may perform well
- ◆ Provide objective analysis of candidates for promotion
- ◆ Determine whether a candidate for transfer is well suited for the new environment
- ◆ Determine areas in which the employee needs training or development to improve performance
- ◆ Team building

The Achiever provides an employer with information about an employee in six mental aptitudes and ten personality dimensions. Analysis of these aptitudes and dimensions makes management and team building more effective. Additionally, The Achiever provides Benchmarks against which an employee may be compared. The Benchmark represents the range of scores required for successful performance of a particular job. The Benchmark provides a "picture" of how the employee's scores compare to the job requirements, making promotion, transfer or other employment decisions easier.

The Achiever report is available in a version to be given directly to the employee to aid in training, development, and team building. The following notable organizations utilize The Achiever to select "A" performers and jump-start their performance:

American Fidelity Assurance
Brinks Home Security
Cendant Corporation (Avis)
Crown Lift Trucks
Federal Express
Gemological Institute of America
Hard Rock Cafe
Haverty's Furniture

McGraw Hill
North American Lighting
Scottrade
TALX
TAC Americas
Toyota
Universal Computer Systems
University of Phoenix

Nextel - The Achiever was used to assess Nextel's most successful salespeople to establish success benchmarks. Over 500 customer service people were also assessed to determine which met the benchmark aptitudes and behaviors for success in sales, thus enabling management to make more objective decisions as to which customer service people to move into sales.

Cendant Companies - Wide user of the Achiever technology. Cendant Companies include Avis, Fairfield Communities, RCI, Century-21, CitiTravel, Budget and many others.

THE ACHIEVER

The Achiever is a unique test in that it combines mental and personality measurement in one instrument. It also has a scoring system that provides scores on a scale that can be related to the Normal Distribution and that easily relates scores to the job requirements by means of a benchmark of successful performers.

The Achiever measures the following aptitudes and traits:

Six Mental Aptitudes:

- ♦ **Mental Acuity** – learning comprehension, judgment, reasoning and problem-solving ability
- ♦ **Business Terms** – knowledge of basic business terms
- ♦ **Memory Recall** – knowledge of current events as they relate to the job
- ♦ **Vocabulary** – general English vocabulary skills
- ♦ **Numerical Perception** – ability to handle numerically related tasks quickly and accurately
- ♦ **Mechanical Interest** – measures interest in the mechanical area

Ten Personality Traits:

- ♦ **Energy** - energy, drive, tension and stress levels
- ♦ **Flexibility** - integrity, reliability, dependability and work ethics
- ♦ **Organization** - personal orientation to plan and utilize time wisely
- ♦ **Communication** - innate ability to meet and interact with people
- ♦ **Emotional Development** - ego, self-esteem, self-confidence and ability to handle pressure
- ♦ **Assertiveness** - strength and determination to get one's way
- ♦ **Competitiveness** - team orientation versus individualistic competitiveness
- ♦ **Mental Toughness** - psychological stamina to deal with life and job problems
- ♦ **Questioning/Probing** - instinct to question and probe rather than accepting things at face value
- ♦ **Motivation** - security-motivated or recognition, incentive and commission oriented

The Achiever also contains two validity scales to assess the accuracy of The Achiever report:

- ♦ **Distortion** - frankness of the respondent as related to the statistical validity of the personality dimensions
- ♦ **Equivocation** - consistent decision-making of the respondent as it relates to the accuracy of the personality dimensions measured

The Achiever uses the Stanine scoring system to compare an individual's scores to a benchmark and the Normal Distribution. To learn more about the Stanine system and Benchmarking with The Achiever, please contact Strategic Essentials, Inc.



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SUCCESS STORIES

North American Lighting - Best Practices assessment technology known as the Scoreboard was used to select employees to work in teams for plants that manufacture lighting harnesses for Mercedes, Toyota and Nissan. These plants now have the highest production levels, fewest quality control problems, the highest employee retention rate and the lowest workers' compensation costs of any other plants of their kind in the United States.

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Red Robin Restaurants - Best Practices assessment technology and web-based testing was used to select better managers to facilitate more rapid growth and productivity of Red Robin than other similar businesses in these economic conditions.

McGraw-Hill, Business Week and Standard and Poor's - The Achiever assessment technology was utilized in the Project Gold program, and is used by McGraw-Hill in its hiring process.

U. S. Army - Assessments have been utilized by the U. S. Army in the selection and development of Army recruiters to meet their recruiting objectives.

Universal Computer Systems - With over 2500 employees in the United States and more in foreign countries, UCS has been utilizing our assessment technology on applicants, regardless of levels, for years. Its president attributes much of its success to choosing the right people for supervision, management, sales, technology, etc., as a result of testing with the Achiever.

Talx - Received an award for being one of the best, fastest growing, small companies in America. They have about 1100 people and their president attributes much of their success to choosing the right people in a variety of different jobs, including top management, through the use of the Achiever.

Brinks Home Security - The Achiever has been a major contributor to the success of the sales and installation organizations of this national leader in home security.

Cintas Corporation - The Scoreboard assessment is used by this uniform company for hiring in twenty centers across America. Assessments are administered verbally to those applicants for whom English is a second language.

Cendant Companies - Wide user of the Achiever technology. Cendant Companies include Avis, Fairfield Communities, RCI, Century-21, CitiTravel, Budget and many others.

U S Food Service - The Achiever assessment technology helped this food service distributor establish benchmarks of successful customer service and sales employees within the organization. Utilization of these benchmarks has helped US Food Service increase sales and customer service.

Cici's Pizza - Developed benchmarks for store managers, district managers and franchisees for this restaurant chain. The benchmarks are used in conjunction with The Achiever (applicant testing link) in the selection process to duplicate successful performers.