



SMART SOLUTIONS ~ LASTING RESULTS

## Post Hire: Achiever Feedback Session & Management Consultation

### Step 1: Participant Feedback Session\*

The participant is assisted to more completely understand him/herself from an objective third party perspective; strengthen natural abilities, build confidence and develop approaches that effectively deal with challenges that could be holding the participant back from attaining his/her full potential.

Since the participant “guesses” his/her scores, how well the participant knows him/herself is revealed to the facilitator and the participant alike. Benefits: it is easier to manage an employee that knows him/herself as well as for the participant to relate to and embrace the development suggestions.

### Step 2: Management Consultation\*

Armed with the results of the participant’s feedback meeting, the consultant is able to provide management deeper objective insights into their employee’s strengths and areas for development. Employers gain a “slight edge” as well as a more confident approach to maximizing their staff leading to increased employee retention and profitability.

Many of our clients express surprise at the accuracy of the Achieve Profile Assessment and are motivated to further their strengths and work on their challenges. This is for their personal well-being and performance, thus feeding into a company culture where individuals are willing to see themselves through other’s eyes, making desirable changes for overall excellence.

### Additional Benefits:

Participant sees him/herself as others sees him/her from a clear unbiased third party perspective	Communication improves when individuals understand their needs as related to the needs of others	Participant is motivated to do his/her personal best and enjoy greater effectiveness
Confidence is built as a result of acknowledgement of strengths	Confidence is built in a clear path to improved results for their position	Confidence is built with seeing who they are with a fresh perspective.
Company performance improves with employee engagement	Company performance accelerates with staff development plans	Company culture improves with a more positive and confident staff

*“I would estimate that the Profile results were 99% accurate. I feel that I can improve my job effectiveness by 20% if I use the results to capitalize on my strengths and improve in the areas that I would like to improve on.”* Engineer

\* Please allow 30-60 minutes for the management consultation. The Feedback Session & Consultation is customized to the Achiever, Sales Achiever and Executive Achiever.