

## Personality & Cognitive Assessments

### Features:

- Web-Based
- Easy to Read Reports
- “JobFit” Measurement
- Multi-Language Availability
- Paper / Pencil Assessment Option
- Benchmarking
- Hiring
- Development
- Succession Planning

Finding the right people to hire is difficult. The costs of a hiring mistake are estimated to be up to ten times an individual's yearly salary. The expense of a hiring mistake is one that can, and should, be controlled by using a systematic and consistent approach to hiring competent and suitable people.

PeopleClues<sup>®</sup> Personality and Cognitive assessments measures an individual's core behavioral traits and cognitive reasoning speed and reports those measurements in the context of various job categories and the potential affect they may have on job performance.



**C**onscientious: the degree to which the individual is persistent, motivated, and organized; ranging from highly disciplined and dependable to lackadaisical and carefree.

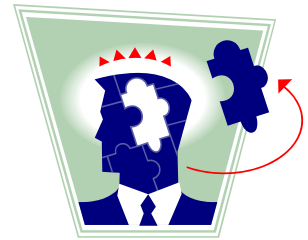
**L**ikable: the degree to which the individual is pleasant and agreeable; ranging from warm, tolerant, and tactful to tough-minded, skeptical and direct.

**U**nConventional: the degree to which the individual is predictable, rules oriented and structured to being open to new ideas, adventuresome and inconsistent.

**E**xtroverted: the style and focus of an individual's emotional energy; ranging from outgoing, dominant, ambitious, and sociable to introverted, shy, and quiet.

**S**table: the degree to which an individual is emotionally stable and resistant to stress;

ranging from well-adjusted, calm, self-confident, and poised to sensitive and anxious.



**T**eamwork: a scale that measures an individual's attitudes towards teamwork versus individualized work environments.

**G**ood Impression: a validity scale measuring the degree to which the individual responds to the test items with frankness or in such a way as to make a good impression.

**C**ognitive Reasoning: a general reasoning scale measuring problem solving and learning speed.

## Reports & Job Categories

### Industry Specific Job Category Suites:

- Healthcare
- Hospitality
- Property
- Salons
- Staffing

Reports contain both graphical and text interpretation of the applicant's results, including suggested questions for subsequent interviews based on those results.

Some of the 150+ general business and industry specific job categories include:

- Administrative / Data Entry
- Bank Teller / Financial
- Call Center – In/Out Bound

- Construction
- Creative Writer
- Customer Service
- Driver / Warehousing
- Engineering - Professional
- Entrepreneur
- Food Service
- Graphic Artist
- Human Resources

- Information Technology
- Maintenance Technician
- Management / Supervisor
- Outbound Call Center
- Persuasive Sales
- Project Manager
- Retail Clerk / Sales
- Teacher
- Telemarketing