

Individual Assessments

The Profile™ is a multi-purpose assessment measuring the qualities making up "The Total Person" ... thinking-style, reasoning, occupational interests, and behavioral traits. It is easy to use and only takes about 60 minutes to complete whether administered via the web, on-screen or manually.



Measuring learning abilities, motivational interest, personality traits ... **Prevue™** is used for selection & placement, promotion, coaching, self-improvement and succession planning. **Prevue™** is more versatile than most assessments as it can develop customized Job Match Patterns or benchmarks to ensure a good person/position fit.

If you ever wished people came with operating instructions, **Profiles Performance Indicator™** Management Reports will be like a wish come true. They are filled with essential information about your people, describing significant job-related behavioural tendencies in seven key measurable areas: Productivity, Quality of Work, Initiative, Teamwork, Problem Solving, Response to Stress & Conflict, and Work Motivation.



Customers go where they feel wanted and stay where they are appreciated. The **Customer Service Survey™** identifies people who possess natural behavioural traits for great customer service. Use the survey when you hire, promote and train to help you select people who are best suited to customer service roles

You've made a huge investment in telephone equipment, technology, space, a marketing strategy, people and training. Use the **Call Center Survey™** ... to identify and hire employees who understand sales principles and possess behavioural traits that indicate they are well suited for work in a call center environment.



The **Step One Survey®** is a new concept in integrity evaluations that goes beyond the traditional honesty tests you find on the market. The **Step One Survey®** not only measures attitudes toward *integrity*; it also measures a job applicant's attitudes about *personal responsibility, drug use and work ethic*. This enables employers to gather pre-employment information about the applicants' attitudes towards stealing, acting responsibly in the workplace, using drugs and giving a full day's work for a full day's pay.

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Organizational Assessments



The Team Analysis™ describes each team member's characteristics compared to each other and the team leader's characteristics in 12 critical team factors: Control, Social, Patience, Precision, Ambition, Positive Expectancy, Composure, Analytical, Results Orientation, Emotions, Team Player, and Quality Orientation. Now you can pinpoint where gaps exist and adjust your people resources to maximize your talent base.

CheckPoint 360°™ is a powerful multi-source 360° feedback instrument designed to positively impact an individual's personal growth and professional development.

CheckPoint™ quantifies a participant's competencies with communication, leadership, adaptability, relationships, task management, production, development of others and personal development.



An organization's real strength comes from the effective use of its most important resource ... people. The **Management Solutions Software Series (MSS)™** is a modular assessment suite of web-based surveys that provide key information that can be analyzed and used to create action plans for organizational improvement, leadership development and personal effectiveness.

- ◆ **Organizational Climate Survey (OCS)™** measures perceptions, feelings and behaviours of the people within the organization. It also provides participant input on the key assets and major challenges facing the organization.
- ◆ **Management Assessment Survey (MAS)™** assesses both the training and skill development needs of team leaders and people managers within the organization.
- ◆ **Personnel Assessment Survey (PAS)™** is designed to assess the training and development needs of a person's individual skills.
- ◆ **Team Effectiveness Survey & Team Effectiveness Tracking (TES & TET)™** are designed to establish and measure team effectiveness characteristics selected by the team and/or management. Progress of development initiatives can be tracked at pre-determined intervals.
- ◆ **MDS – 360° Survey™** assesses the training and development needs of individuals and groups and identifies growth potential and development areas. This customizable survey benchmarks current skill levels, determines desired skill levels, and provides gap analysis information in up to 17 different competencies.

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