



PERFORMANCE EXCELLENCE ASSESSMENTS

360s

REPORT OPTIONS: CUSTOM REPORT, DNA, EMOTIONAL QUOTIENT (EQ), LEADERSHIP DEVELOPMENT, ORGANIZATIONAL REPORT, T.E.A.M.S., TRIMETRIX (INCLUDES DISC, PIAV, PTSI)

Performance Excellence offers a wide variety of 360 surveys. If you are interested in having an individual confidentially evaluated by their subordinates, peers, and/or managers then this report is for you. Confidential 360 surveys for the Organization as a whole are also available, and can provide powerful data about how your people view the Organization.

ACCOUNTING 101

Our Accounting 101 assessment is designed to measure an individual's basic accounting skills in the following areas: accounts payable, accounts receivable, payroll, bookkeeping, and journal entries.

ACCOUNTING 201

Our Accounting 201 assessment is a more advanced questionnaire that measures an individual's more accounting skills in the areas of: general accounting, journal entries, financial analysis, and cost accounting.

ADVANCED NUMERICAL REASONING APPRAISAL (ANRA)

This assessment measures an individual's ability to use mathematical and statistical reasoning. The Advanced Numerical Reasoning Appraisal has been described as the equivalent of Watson-Glaser "with numbers." Numerical reasoning ability is vital for employees who need to make decisions using financial statements, trends and statistics, sales data, performance metrics and other information. ANRA can accurately predict a candidate's ability to identify the most important information from a set of data, compare complex quantitative information, and break down information into essential parts. This assessment is a useful tool for professionals who interpret and analyze numerical information, such as individuals in a management, sales, marketing, accounting, finance, and/or insurance role.

BEHAVIORS AND MOTIVATORS (DISC/VALUES COMBINED REPORT)

REPORT OPTIONS: EXECUTIVE, GENERAL, SALES

The Behaviors and Motivators assessment combines the DISC Behavioral Assessment and the Workplace Motivators Assessment into one report, making it easier for you to save and track your candidates' and employees' reports. This assessment provides you with a wealth of information about an individual's behavioral and communication styles, preferred workplace environment and management style, and what motivates the individual on the job.

BENNETT MECHANICAL COMPREHENSION TEST

The BMCT is the most widely used and trusted assessment of mechanical aptitude. This instrument has demonstrated consistent reliability and validity in helping organizations select the best candidates for mechanical, technical and industrial occupations for over 50 years. Specifically, this assessment measures an individual's spatial perception and mechanical reasoning ability, working knowledge of basic mechanical operations and physical laws and aptitude for learning mechanical processes and tasks. BMCT assessment results are benchmarked with the scores of those who are excelling in the particular field. Ultimately, the BMCT can help predict employee success and appropriately align your workforce.



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CAREER PLANNING INSIGHTS

This assessment measures an individual's manner of doing. The Career Planning Insights analyzes four dimensions of behavior: how you respond to problems and challenges, how you influence others to your point of view, how you respond to the pace of the environment, and how you respond to rules and procedures set by others.

DIFFERENTIAL APTITUDE TEST – LANGUAGE USAGE

This assessment measures an individual's ability to detect errors in grammar, punctuation, and capitalization. This is an excellent assessment tool for use when screening individuals for an Administrative, Customer Service, or Executive Assistant position.

DISC BEHAVIORAL ASSESSMENT

REPORT OPTIONS: CUSTOMER SERVICE, EXECUTIVE, MANAGEMENT/STAFF, SALES

This assessment measures the relative prominence of four basic behaviors and emotions: dominance, influence, steadiness and conscientiousness. The report helps illuminate behaviors and emotions and allows a person to understand how they act naturally and how they are currently adapting to meet the needs of a present situation. The DISC is a useful tool for employers, as it evaluates the behavior tendencies under various circumstances, addresses the limitations and strengths of the behavior, and describes the ideal environment. It is often used as a key part of the selection process.

DNA

REPORT OPTIONS: COACHING/EXECUTIVE, COACHING/GENERAL, COACHING/SALES, TALENT

The DNA assessment is used to measure what skills and abilities an individual has mastered. It is often used in conjunction with the DISC, PIAV, and PTSI assessments. The purpose of this report is to provide insight into the most personal skill criteria for the position. This report provides detailed descriptions on seven of the most important competencies required for superior performance in the position.

EMOTIONAL QUOTIENT (EQ)

The EQ assessment is designed to measure an individual's level of intrapersonal intelligence and interpersonal intelligence in the areas of: self-awareness, self-regulation, motivation, empathy, and social skills. Because EQ is something that can be learned and improved (unlike IQ), this assessment is primarily used for coaching and development purposes.

INTERVIEWING INSIGHTS

REPORT OPTIONS: GENERAL, SALES

The Interviewing Insights General and Sales reports are designed to assist companies quickly and successfully prepare for the interview process. These helpful reports will target talent early in the hiring process and pave the way for second-level interviews and/or more in-depth assessments of specific capabilities. The Interviewing Insights report includes information regarding the individual's characteristics, ideal environment, and value to the organization. The report includes interview questions, Success Insights Graphs, and the Success Insights Wheel. Interviewing Insights assessments are available in the general or sales formats.



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OCCUPATIONAL PERSONALITY QUESTIONNAIRE (OPQ)

This assessment is used for objectively assessing an individual's personality for the purpose of assessing their suitability for a job or as an aid to personal development. The OPQ is one of the world's best known personality questionnaires and is used in numerous validity studies. The OPQ32 is the latest and most comprehensive version of the OPQ. It provides detailed information on 32 specific personality characteristics which underpin performance on key job competencies critical for graduates, managers and experienced hires. Available versions of this test include:

- Directors and Senior Managers
- Managers & Professionals
- Junior Managers & Supervisors
- Sales
- Customer Service
- Administrative & Clerical
- IT Staff
- Technical

PERSONAL INTERESTS, ATTITUDES AND VALUES (PIAV)

This assessment measures the relative prominence of six basic interests or motives: theoretical, utilitarian, aesthetic, social, individualistic, and traditional values. Values and attitudes help to initiate one's behavior and are sometimes called the hidden motivators because they are not always readily observed. The report helps illuminate those motivating factors and attitudes and allows a person to understand the driving forces behind their decisions. It is often used as a key part of the selection process.

PERSONAL TALENTS AND SKILLS INVENTORY (PTSI)

REPORT OPTIONS: COACHING, CUSTOMER SERVICE, GENERAL, HEALTH CARE, LEADERSHIP/MANAGEMENT, SALES, SALES MANAGEMENT

Successful businesses need the right talent for the right job. Managers must seek ways to accurately assess, develop and retain top talent. This assessment will assist you in these endeavors by assessing the individual's cognitive structure, focusing on three dimensions of thought: systematic (ideas, thinking structure), extrinsic (things, doing and events) and intrinsic (people, feelings and self). Ultimately, this assessment accurately measures the core dimensions of how one thinks and ranks one's potential for performance.

STRONG INTEREST INVENTORY (SII)

The Strong Interest Inventory measures an individual's strongest (and weakest) areas of interest using Holland's theory and codes. This assessment is particularly helpful for individuals who are unsure of which career path to take, as it generates a list of the top ten jobs that might be of interest to you. Additionally, it generates a list of the bottom five jobs that would likely be a poor fit for your interests. The data generated in this report can be used in conjunction with O*Net, an online database where you can research jobs that correspond with your strongest interests.



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SALES SKILLS INDEX (SSI)

A product designed to assess sales knowledge. SSI covers seven different steps in the sales process: prospecting, First Impressions, Qualifying, Demonstration, Influence, Closing, and General. This assessment measures the candidate's ability to sell, their understanding of the sales process and whether they are treating each sales situation the way top salespeople do.

TRIMETRIX COACHING REPORT (INCLUDES THE DISC, PIAV AND PTSI)

REPORT OPTIONS: EXECUTIVE, GENERAL, SALES

This assessment combines three products into one powerful system for job benchmarking, talent selection and performance management. The TriMetrix measures one's behavior, motivators and abilities. The Coaching Report format quantifies the soft data of a candidate's behavioral style, motivators, and personal skills/abilities. In addition, the Coaching Report provides verbiage that explains the hard data more in depth, including a summary of the individual's behavioral and communication style, action points on how to manage and motivate the individual, and other developmental suggestions. Most clients use this report as part of their pre-screening, interviewing, onboarding, and ongoing developmental processes.

TRIMETRIX PERSONAL TALENT PLUS (INCLUDES THE DISC, PIAV AND PTSI)

This assessment combines three products into one powerful system for job benchmarking, talent selection and performance management. The TriMetrix measures one's behavior, motivators and abilities. The Personal Talent Plus format provides the hard data only – an excellent way to streamline the benchmarking process. Most clients who use this report style have already created a job benchmark and have identified certain target scores for success in the job. Performance Excellence then plugs the hard data into a spreadsheet, which hiring managers can review and quickly decide whether the candidate is worth pursuing based on how many of their scores match what the job requires. The Personal Talent Plus report can later be converted into a Coaching Report, which provides additional verbiage that includes a summary of the individual's behavioral and communication style, action points on how to manage and motivate the individual, and other developmental suggestions. The TriMetrix is often used as a key part of the selection process.

WATSON-GLASER CRITICAL THINKING (WG)

REPORT OPTIONS: DEVELOPMENT, INTERVIEW, PROFILE

Created to identify high-potential performers and assess critical thinking skills for sound decision-making, the Watson-Glaser Critical Thinking assessment is ideal for hiring, promotion, development and succession planning for management and other roles requiring an individual to work with business information to answer questions, determine strategy, reduce risk, and maximize organization performance. It is the most widely used assessment of critical thinking in business today.