

## *Solutions for achieving maximum individual and organizational performance*

The costs of making poor hiring decisions are enormous. You spend time and money advertising for the position, sorting out résumés, contacting potential candidates, interviewing, relocating and training, only to discover six months later that the new employee isn't right for the job. The employee quits or, even worse, you have to fire them and begin the hiring process again. While the position is vacant, projects lag behind schedule, sales are lost, and customer service is disrupted.

*The average cost for a poor hiring decision for U.S. companies is over \$14,000.*

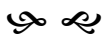
Assessment results provide you with an understanding of the candidate that is equivalent to what you would know after working with them for over a year!

- **Remove the interview mask and match the right person to the right job**
- **Get an objective understanding of their strengths and weaknesses**
- **Learn how to better motivate employees**
- **Compare potential hires to successful employees**
- **Create benchmarks for coaching**
- **Build effective teams**

**"No executive decision is as important as the one about people, because they ultimately determine the performance capacity of the organization."**

*-Peter Drucker*

Our products and services encompass everything from hiring to development, and are used in all stages of this process.



The goal of Performance Excellence is to assist your organization in attaining its level of maximum achievement.



### **A Full Range of Assessments & Services**

#### ➤ **Assessments**

- Bennett Mechanical Comprehension Index
- DISC Behavioral Report
- Job Benchmarking
- Occupational Personality Questionnaire
- Personal Interests, Attitudes, & Values
- Personal Talents and Skills Inventory
- Sales Skills Index
- Watson-Glaser Critical Thinking Appraisal
- QWIZ Skills Tests

#### ➤ **Coaching**

- Communication Skills
- Stress (Cynicism, Anger, Aggression)
- Team Building

#### ➤ **Organizational Development**

#### ➤ **Managing Performance Priorities**

#### ➤ **Solutions 4 Hiring**

#### ➤ **Strategy Planning**

#### ➤ **Seminars**

#### ➤ **TTIMetrics**

Candidates can complete all assessments through an online link. A team of management experts will evaluate the results. Under most circumstances, you have our feedback and recommendations within 24 hours.

Cost varies depending on which services and/or assessments are used. Our processes are designed for businesses and have been created to be efficient and increase your bottom line.