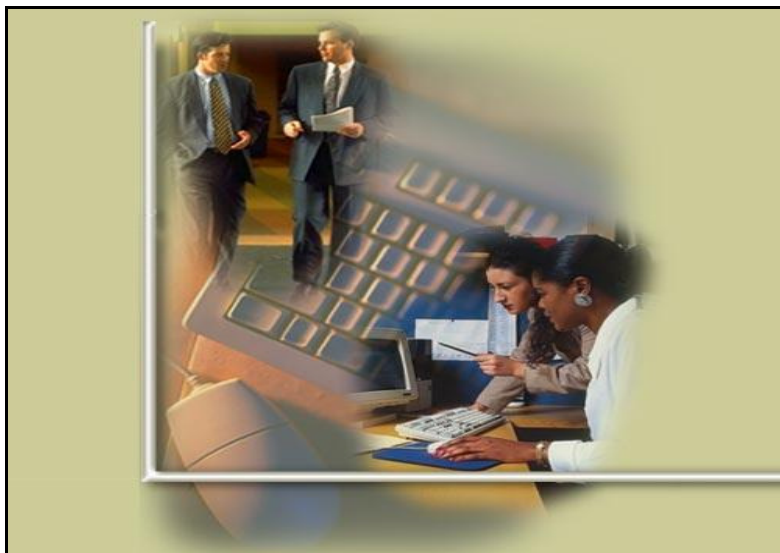


Hiring with “*Style*”

Using Behavioral Style Assessments to Hire the Right People, for the Right Jobs, the Right Way!



No amount of training or supervision can overcome a poor-hiring decision

A survey of over 1,400 retail employees and managers revealed that;

- 73% dislike or hate their jobs
- 76% would leave for less money if the new job offered more personal development
- 84% like what they do, but where they work or who they work for

One conscious or unconscious act by a negative employee can offset thousands of dollars in advertising and public relations.

William Edwards Deming, the father of the Total Quality Management TQM movement said, *“If a person is not performing as expected, it is probably because he or she has been miscast for the job”.*

Hiring or promoting the wrong person can be a miserable and costly experience for employee and organization. An employee earning \$40,000 per year who is fired within six months can cost a company \$80,000 - \$120,000; double or triple their salary!

- Most hiring decisions are made too quickly, under less than ideal conditions, and based on a candidate's skills, experience, education, training, and the interviewer's "*gut feelings*."
- Most firing decisions are based upon an employee's unacceptable attitude, behavior, or inability to get along with others.