



Precision Hiring & Development

Employee Assessment Service



Pre-employment Screening (Hourly Positions)

Profits Depend on Hiring the Right People

And hiring the right people depends on what you know about them. But finding out what you need to know before you hire someone is challenging, time consuming and expensive, not to mention the legal issues.

Of all the variables that impact your bottom line, nothing affects profit more than the **Performance of your People!**

- People follow procedures or make it up as they go
- People value a drug-free workplace or they tolerate it
- People make customers happy or give them reasons to leave
- People take safety seriously or contribute to accidents
- People are dependable or create scheduling nightmares
- People work together or fight amongst themselves
- People go the extra mile or do as little as possible to get by
- People reduce shrinkage or create it

Know your applicants BEFORE you hire them

Despite our best efforts, hiring is often guesswork. But it doesn't have to be with the Orion Pre-employment screening assessment. The ORION pre-employment assessment is a comprehensive, but simple opinion survey form that job applicants fill out. It is designed to measure specific job-relevant attitudes and experiences regarding: *Supervision, Work Habits, Workplace Drug Use, Workplace Theft, Customer Service Sales, Communication, and Safety.*

"An investment in knowledge always pays the best interest" Benjamin Franklin

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Employee Hiring & Development (Executive, Management, Administrative Staff)

80% of Turnover is due to Poor Hiring Decisions

Most HIRING decisions are based on education, experience, knowledge and skills; but most FIRING decisions are based on unacceptable attitude and behavior. Hiring the wrong person can be a miserable and costly experience for everyone, costing on average between 30%-300% of their annual salary.

"73% of people dislike or hate their job"

January 1999 Retail Industry Survey, 1,400 respondents

"If a person is not performing as expected, it is probably because he/she has been miscast for the job."

William Edwards Deming

Our TTI-DISC Employee Hiring and Development Assessments can help you take the guesswork out of hiring, training, managing and motivating employees.

1. Behavior: (HOW they behave on the job)

Our employee behavioral assessment takes less than 10 minutes to complete, and will tell you how a person;

1. Handles **Problems**
2. Relates to **People**
3. Reacts to **Change**
4. Responds to **Rules**

2. Motivation: (WHY they behave the way they do)

Find out if a person will be motivated or bored in the position under consideration BEFORE hiring.

3. Other Assessments: Executive, Sales, Customer Service, Team-building, Time management, Successful Career Planning, Excellence for Learning for Students, Teachers, Administrators, Family Relationships, Golf.

Brochures and sample reports are available at <http://www.precisionhiring.com>