



Personality & Cognitive Assessment Tool

Features:

- Web-Based
- Multi-Lingual Availability
- Timed, Untimed & Paper / Pen Assessments
- Overall "Fit" Measurement
- Custom Reports
- Pre-Employment
- Development
- Benchmarking
- Succession Planning

Finding the right people to hire is difficult. The costs of a hiring mistake are estimated to be up to ten times an individual's yearly salary. The expense of a hiring mistake is one that can, and should, be controlled by using a systematic and consistent approach to hiring competent and suitable people.

JobClues[®] measures an individual's core behavioral traits and cognitive reasoning speed and reports those measurements in the context of various job categories and the potential affect they may have on job performance.



Conscientious: the degree to which the individual is persistent, motivated, and organized; ranging from highly disciplined and dependable to lackadaisical and carefree.

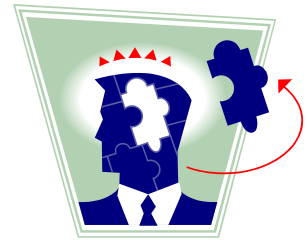
Likable: the degree to which the individual is pleasant and agreeable; ranging from warm, tolerant, and tactful to tough-minded, skeptical and direct.

UnConventional: the degree to which the individual is predictable, rules oriented and structured to being open to new ideas, adventuresome and inconsistent.

Extroverted: the style and focus of an individual's emotional energy; ranging from outgoing, dominant, ambitious, and sociable to introverted, shy, and quiet.

Stable: the degree to which an individual is emotionally stable and resistant to stress;

ranging from well-adjusted, calm, self-confident, and poised to sensitive and anxious.



Teamwork: a scale that measures an individual's attitudes towards teamwork versus individualized work environments.

Good Impression: a validity scale measuring the degree to which the individual responds to the test items with frankness or in such a way as to make a good impression.

Cognitive Reasoning: a general reasoning scale measuring problem solving and learning speed.

Scoring & Reporting

Specialty Suites:

- Healthcare
- Hospitality
- Property
- Salons
- Staffing

Reports contain both graphical and verbal interpretation of the applicant's results, including suggested questions for subsequent interviews based on those results.

Some of the 100+ basic job category reports include:

- Administrative / Data Entry
- Bank Teller / Financial
- Call Center – In/Out Bound
- Construction

- Creative Writer
- Customer Service
- Driver / Warehousing
- Engineering - Professional
- Entrepreneur
- Food Service
- Graphic Artist
- Human Resources
- Information Technology

- Maintenance Technician
- Management / Supervisor
- Outbound Call Center
- Persuasive Sales
- Project Manager
- Retail Clerk / Sales
- Teacher
- Telemarketing
- Warehouse



CandidClues[®]
Clues to your most valuable resource... People

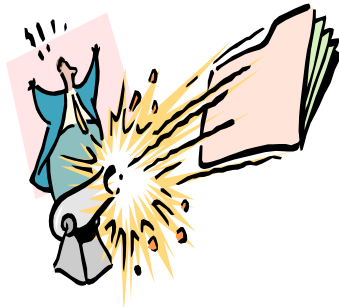
Contemporary Integrity Assessment Tool

Features:

- Web-Based
- Multi-Lingual Availability
- Paper / Pencil Assessment Option
- Standard & Add-On Scales
- Attitude Assessment
- True / False Response Range

Employers recognize that recruiting and training new employees can result in serious non-recoverable costs if new hires are not productive, stable members of their work force. One of the paramount employee problems is deviant behavior. It is helpful to be able to identify these attitudes, if possible, before hiring a new employee.

CandidClues[®] is a proven, cost-effective screening tool for identifying job applicants whose behavior, attitudes, and work ethics are likely to interfere with their success as employees, thus company profitability.



Conscientiousness / Dependability: from dependable, conscientious, and reliable to undependable, careless, lazy, and disorganized.

Hostility / Aggression: from handling feelings well and unlikely to be disruptive to lack of control, aggressive, hostile, and disruptive.

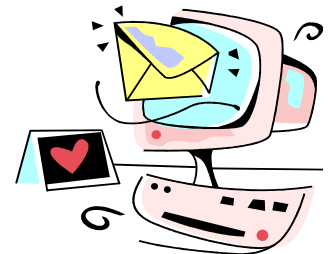
Integrity / Honesty: from no problem with workplace dishonesty to high potential for dishonest workplace behavior.

Computer Abuse: from productive business use of workplace computers to unrelated and disruptive use.

Substance Abuse: from no problems with alcohol and/or illegal drugs to substantial / disruptive use of alcohol and/or illegal drugs.

Sexual Harassment: from unlikely to engage in sexual harassment at work to having

attitudes and behaviors likely to be considered as harassment by the opposite sex.



Good Impression: from being open about acknowledging their normal faults and imperfections to denying normal shortcomings, exaggerating personal virtues which suggest that their scores on the other scales may be artificially depressed by their efforts to make a good impression.

Scores on this scale can be used to determine the degree of confidence to place in the remainder of the profile.

Scoring & Reporting

Benefits:

- Quick Screening
- Self-Admission
- Pre-Background Check
- Graphic View
- Comprehensive

CandidClues[®] is a modular, self-admissions questionnaire ranging from a core set of 80 true / false items to a full assessment measuring all of the scales containing 140 true / false items.

Depending on how many scales are included, it can be completed by the job applicant in 10-15 minutes.

Use of optional scales depends on whether or not the counter-productive behaviors are important in your work environment.

CandidClues[®] yields an objectively generated report addressing the degree of potential concern regarding the six major scales and an internal validity scale identified above.

Each applicant's set of scores are standardized to indicate the degree to which each score should be regarded as either *posing no particular concern*, *posing some concern* or *posing serious concern*."

Reports contain the following:

- **Interpretive Section:** Describes the score in each scale and what it means.
- **Graphical Section:** A quick snapshot of the participant's scores and what level of concern they fall into.
- **Suggested Interview Questions:** Follow-up questions based on which assessment items the participant answered in a "counter-productive" manner.