

Unlimited Opportunities



in *Screening - Selection -*
And Organizational Development

Using the
Self-Directed Site Licensing Program

- Freedom from Resume Based Screening
- Reduce costs by 75% and more
- Reduce Turnover
- Improve Professionalism

IMPROVE HIRING PROCEDURES



Most pre-employment assessments are designed to evaluate behavioral and motivational traits.

The methodology used to accumulate and evaluate information received from candidates varies but most psychometric assessments are still personality based.

Our custom version of the Prevue Assessment includes an “Analyst Link Review” that measures skills, aptitudes, as well as behavioral traits.

THE PROPER USE OF PRE-EMPLOYMENT ASSESSMENTS

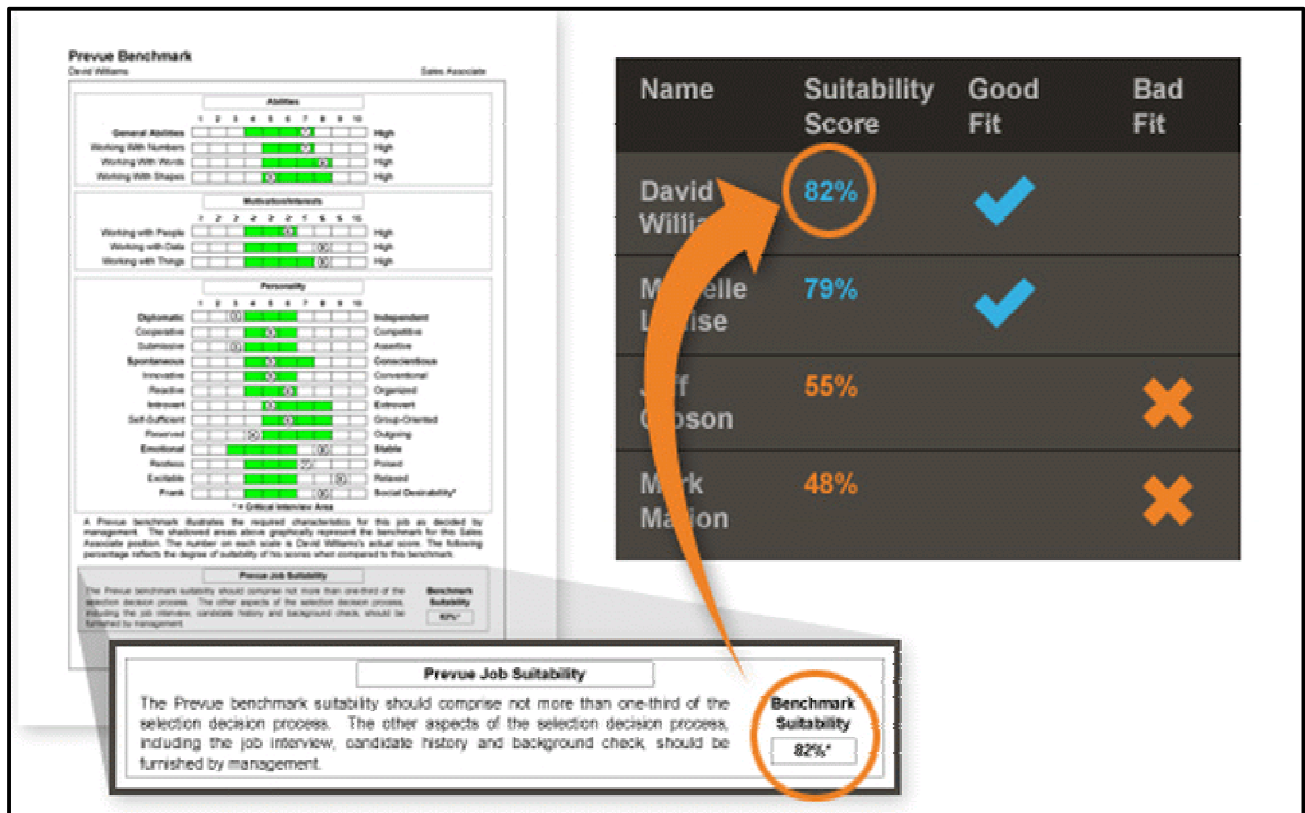
- The purpose of a pre-hire assessment is to provide insight into the work-style “fit” and job suitability of a candidate. Even so, **the assessment should be considered a “third party arbiter”** and not an absolute indicator.
- Recruiters should make a hiring decision based upon:
 - The resume and work-history of the candidate -
 - The personal interview -
 - The pre-employment assessment.

Note: Our APS-Pro Applicant Processing system will interview, review, and process candidates for you; saving countless hours of screening, interviewing, and reviewing resumes.
- **Most candidates, once hired, make a career decision within the first week on the job.** The company culture, the training they receive, their perception of their value to the organization, and most importantly their supervisor, manager, or trainer is the key to developing company loyalty or causing them to actively seeking another position. ***In other words the key to reducing turnover is your management team.***



REDUCE COSTS BY 75% AND MORE.

Our **unlimited use** site license program combined with the applicant processing system frees you from resume based hiring and dependence on costly recruitment agencies. Companies that do their own screening often under-budget the cost of interviewing potential candidates. Our system saves time and money.



PREVUE SELF-DIRECTED SITE LICENSE



- **Unlimited Assessments**
- Test every candidate without increasing costs.
- **Unlimited** custom benchmarks.
- Use for Screening, Selection, and Organizational Development.
- Easily combines with the APS-Pro Applicant Processing System.
- A review of the candidate by one of our trained analysts is available as an optional service for your short list..
- The program accepts and merges data from the Sales Strategy Index or Emotional Intelligence assessment when additional candidate information is required.
- Use for pre-hire or Performance Appraisal

REDUCING TURNOVER



What is the real cost of turnover?

- Declining Performance
- Reduction in sales
- Demotivated Managers
- Increased training and Recruiting costs.
- Low levels of employee engagement.
- Burnout
- High levels of absenteeism.
- Disrupted Growth

ADDRESSING THE ROOT CAUSE OF TURNOVER

Many managers prefer “intuition” over the structure of assessments. This is understandable from their point of view because if you haven’t used Prevue, too many new-hires “don’t work out. This causes managers to become extremely frustrated. They look at training most new-hires as a waste of time.

Yet if one were to look at the facts, most managers do not have the expertise to impartially evaluate candidates and new-hires. Resorting to “gut instinct” is not a solution. The obvious answer and obvious solution rests with the Managers themselves. Have your managers been taught how to implement an effective process in on-boarding new hires and coaching them to top performance? Probably not.

Our assessment reports include a free custom development profile and on-boarding training program (*the Discovery Process Workbook*) for each new hire. The purpose of this process is to create a “Communications Link” between the new-hire and their manager. A great deal of turnover and performance issues are solved when the “Communications Link” is established. We show your managers how to achieve this.

Statistics have shown that when the Discovery Process Workbook and on-boarding process is followed, turnover decreases by 20% or more.

Expand Professionalism



The Prevue assessment program is available today for **Unlimited** use in hiring and developing all staff members including Sales personnel, Sales Managers, Customer Service, Managers, and Executives.

Our experts will work with you to build a Library of custom benchmarks. There is no additional cost for this service.

When we say “**Unlimited**” - We mean it!.

- Use your “Site-License” program to pre-screen every candidate.
- Use “Site-License” to build a custom benchmark for every job.
- Administer performance appraisals to every employee.
- Build a "Talent Pipeline" to address future job needs.

Our goal is to work you as a strategic partner dedicated to providing an opportunity to raise the professionalism of the organization.

The “Site License” program is not an expense, it is an income generator as it will improve sales, management, and overall Company performance.

PRICING: Cost is based on an annual or monthly site license fee which is determined by the number of employees in your company. Please refer to the Site-License pricing schedule.

Yearly contract required. Monthly payments accepted. Free custom On-boarding and training program included. Unlimited use provided as part of the Site License for Prevue Basic pre-hire assessments, post-hire performance appraisals, benchmarks, and Corporate Coach.

SAMPLE Reports: To view sample reports - go to: www.prevue.us

Contact us for pricing and additional information.

Summit Business Solutions

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