

# Effective Hiring

## EFFECTIVE HIRING STRATEGIES AND SYSTEMS

### Effective hiring requires more than “gut feel”.

Good hiring requires an effective process that includes a good screening methodology, effective questioning techniques, scientific assessments and team based decision making.


It is estimated that turn-over can cost from 150% to 200% of actual salary. Costs include advertisements, interview time, training and orientation, severance payments, etc.



Ineffective hiring can cause frustration, lack of productivity, team disruption, declining morale and more...

### Our hiring support includes:

- Development of job descriptions and core competencies
- Coaching in hiring techniques
- Behavior descriptive interview training
- Interpretation training

Hiring assessments are accessed online through  an on-line assessment website.

### Hiring assessments include:

- Behavioral profiles
- Skills assessments
- Attitudinal profiling
- Pre-screening reports

We also provide interpretation of reports by our qualified consultants.

Hiring support can be arranged following an interview to determine precisely what is required.

Using the on-line assessment system is also simple. Utilizing an unique password, candidates complete an on-line questionnaire, with the resulting reports e-mailed to a designated recipient.



Make your hiring decisions with confidence!

### Services include:

- Behavioral profiling
- Hiring coaching
- Skills assessments
- Report interpretations
- BDI coaching and training
- On-line assessment access
- Salary recommendations