

Select™

Associate Screening System

The **Select™** platform provides a wide array of pre-employment assessments for associate and entry-level jobs designed to evaluate the fit of the candidate with the job role.



Assessments That Contribute to Your Bottom Line

Each survey measures characteristics that lead to successful performance in a given position and provides hiring recommendations, interview questions, and onboarding advice.

- Developed by organizational psychologists
- Validated for specific jobs and industries
- Operates as a stand-alone system or can integrate into your selection process

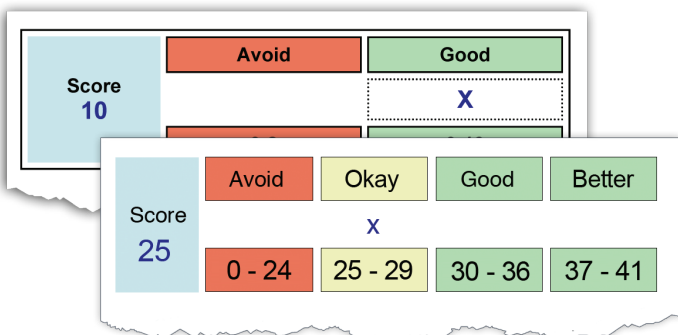
Benefits of Using **Select**

- Increase hiring accuracy — identify the best candidates
- Reduce unwanted turnover — hire those with the best fit
- Drive productivity — increase revenue
- Improve hiring efficiencies — standardize and enhance the decision making process
- Increase service levels — hire those with the right fit

"Selecting the right talent for your individual business is the most important thing you can do. There's nothing more important. That's what has made working with Assess Systems a very good relationship for us."

Customer
VP of Recruiting

Integrity & Performance Index



Performance Sub Scale Analysis

Subscale	Okay	Flag*
Positive Sales Attitude (positive attitude about the customer & sales)	X	
Persuasiveness (persuade, influence customers & associates)		X
Energy (activity level; action orientation)	X	
Initiative (take personal responsibility)	X	

Report Contents

- Displays characteristics critical to the specific job
- Flags areas of concern based on individual responses
- Provides a structured interview guide with additional probes based on flags/responses
- Measures the candidate's attitudes about personal integrity and work ethic
- Indicates the candidate's potential for success
- Reports willingness to do tasks specific for the job
- Provides Development Suggestions to support the new hire's onboarding and development

Optional Modules:

- Willingness to do specific job tasks
- Attitudes toward theft, drug use and safety
- Basic skills

In a recent research study, *Select* clearly predicted which employees were the most successful on the job:



Restaurant Server

- 93% of those who were rated as star employees scored in the "Best" range on *Select*.



Airline Reservation Agents

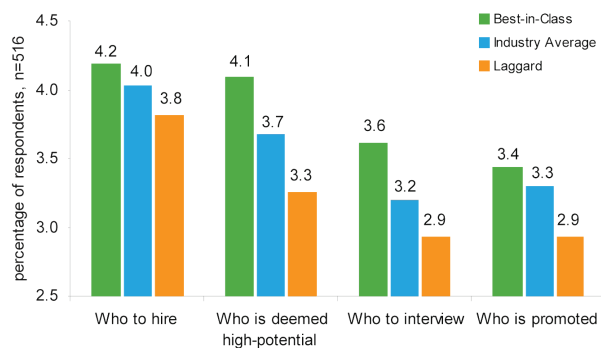
- Sales revenue improvement of 7 - 9%, an estimated impact of \$210 - \$230 million per year.



Convenience Store Sales Associates

- Turnover reduced by 6%, saving \$1.5 million per year.

Figure 4: Importance of Assessment Data for Critical Decisions



Rated on a scale of 1-5 where 1 = little importance and 5 = critically important
Source: Aberdeen Group, April 2011

"Across the board, at every decision point, Best-in-Class companies place greater value in assessment data as part of their decision process."

- Molli Lombardi
Research Director
Aberdeen Group