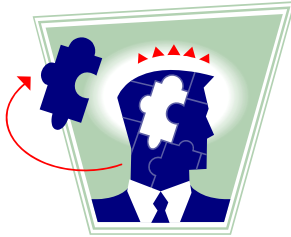


## Increase productivity with better hiring and training decisions

### Attitude Assessment

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.



**PinPoint Attitude assessment** 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.

There are 4 core scales (Conscientiousness, Hostility, Integrity, Good Impression) and 3 optional scales (Computer Misuse, Substance Abuse, Sexual Harassment). With 20 questions per scale, the Attitude assessment can be 80 to 140 true/ false questions.

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 counterproductive behaviors are important in your work environment.

### Attitude Scales:

Conscientiousness / Dependability  
Hostility / Aggression  
Integrity / Honesty  
Computer Abuse  
Substance Abuse  
Sexual Harassment  
Good Impression

### Personality & Cognitive Assessments

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.

**PinPoint Personality and Cognitive assessments** 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.

### Personality Scales:

Conscientious, Likable, Unconventional, Extroverted, Stable, Teamwork, Good Impression, Cognitive Reasoning



### Benefits:

- Decrease turnover and increase retention
- Increase defensibility of your hiring process by utilizing objective information
- Understand on day one, how to make new employees more productive in less time
- Train and coach current employees to increase productivity
- Identify and develop leadership qualities

### Features:

- Healthcare Specific Job Categories
- Personality assessments based on the "Big 5" psychological principles
- Combines both Personality and Cognitive measurements to show the impact of both
- Completely Web-based
- Multi-Purpose assessments
- Easy to Read Reports require no expert interpretation
- "JobFit" Measurement
- Benchmarking
- Succession Planning
- Pre-Employment Attitude Assessment



### Reports

PinPoint generates objective reports addressing the degree of potential concern regarding the six major scales and an internal validity scale.

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*.

**Interpretive:** Describes the score in each scale and what it means.

**Graphic:** A quick snapshot of the participant's scores and what level of concern they fall into.

**Behavioral Interview Questions:** Follow-up questions based on which assessment items the participant answered in a "counterproductive" manner.

**NurseTesting  
PinPoint  
Assessments**

**VS.**

**“Other”  
Assessment  
Solutions**

**Simple**

- **Easy to understand “contextual” reports that require no training or expert interpretation.**

**Health Caregiver Report example:**

*“Gina’s direct and tough-minded nature can be helpful in dealing with more difficult health care environments and in making sure that patients are clear on what they should do”*

- **Multi-use Assessments** means assessing the candidate one time. Using those measurements, generate reports for all of the following uses; **Hiring, Promotions, Lateral Moves, Training & Coaching (new & current employees), Leadership & Executive Identification and Development.**

- **100+ Job Categories with generic benchmarks** that allow you to start using assessments on day 1.

- **Easy to use Online Application** means that assessments were designed to be used via the internet requiring only a web browser (no plug-ins required).

**Fast**

- **15 minute Assessment time**

**Inexpensive**

- **Typically less than \$20**

**not so... Simple**

- **Non-specific reports need training or an expert** to translate what the results “mean”, for example, for a Health Caregiver position.

**Report example:**

*“Candidate is direct and tough-minded”*

- **Single-use Assessments** means that additional assessments are required for most reports.

- **Benchmarks are required to be built** before assessments and reporting can be used.

- **Assessments designed before the internet** that weren’t designed to be deployed over the internet often requiring plug-ins or additional software.

**not so... Fast**

- **30-60 minutes or more Assessment time**

**not so... Inexpensive**

- **Typically more than \$75**

## Client Success Stories

Turnover rates in the direct home healthcare professionals were running 100% per year. The goal was to conduct a predictive validation study whereby all incoming applicants were tested but the results were not made available to the hiring manager. After 9 months, the assessment results were statistically analyzed against actual performance data for the employees who were hired. **The assessments were found to have accurately predicted 83% of actual performance levels with new employees.**

### Direct Home Healthcare – Healthcare Professional

A major staffing company was competing to secure all of the staffing for one of their major clients. The overall “placement” rate for this client was running at 33% of applicants presented through all of their staffing vendors. Once the PinPoint Assessments became part of our staffing company’s protocol, they secured 100% of the staffing for this client and experienced an astounding 100% placement rate for those applicants that were presented to the client. The retention rate for these placements was also a success at 100% for the first round of hiring and training using this new process.

### Staffing – Creating a competitive advantage for placement ratio

## Testimonials

*“I have evaluated numerous personality profiles throughout the years and never invested in them simply because they either took too long for the candidate to complete or it was too expensive to maintain. Your assessment system is very affordable and has been an investment that has paid off tenfold. I would strongly recommend your product to anyone who is looking to build a strong base of Temp-to-Hire and Direct Hire business as it is a great “value-add” to the hiring party.”*

**Branch Manager of multiple staffing locations**

*“We have field tested countless Fortune 500 testing models and your testing solutions by far exceeds them all! Not only did you match us with the right industry specific tests (that simply have blown the competition away), but you have also delivered testing logistics that make our HR Department’s job a snap. Thanks for all your help in making our selection process that much better.”*

**Manager of a national healthcare rehabilitation facility**

*“The assessment system was so effective in getting a very thorough look at the candidates learning style and personality style that the client was very impressed with our in-depth profiles of the candidates and felt very good about hiring our employees. Additionally, we have had a 100% retention rate with our employees while the client informed us that the other vendors who placed people in the class have had a 60% turnover rate. We just completed recruiting for a new class beginning and again increased the number of candidates we placed. Our client hired 100% of our submittals, again because of the comprehensive information we were able to provide from the assessment evaluation while she had a 33% hire ratio from the other vendors. In this situation where we are one of several approved vendors these assessment tools have really helped us differentiate our company and our candidates from our competition.”*

**Staffing company recruiting for an inbound call center**