

Occupational Assessment Tools include the following:

ProfileXT™

The ProfileXT™ is a multi-purpose “Total Person” assessment used for selection, job matching, training, promotion, managing and succession planning. It measures Thinking Style, Behavioral Traits and Occupational Interests. The ProfileXT™ is a powerful and dynamic management tool researched, designed and developed to be job-related. Its customized features facilitate its use in any organization and address a multitude of human capital issues as well as provide insights for effective resolutions.

Step One Survey™

A pre-employment tool that assesses the attitudes of applicants regarding honest/integrity, work ethic, reliability and substance abuse. It allows the employer to conduct a structured interview by providing details on employment history, identifying areas of concern and recommending specific interview questions. This powerful assignment helps businesses reduce their risk by hiring people who contribute to the company’s success and not jeopardize its future.

Customer Service Perspective™

The Customer Service Perspective™ measures eight behavioral characteristics and two proficiencies that are key to delivering excellent customer service. It also provides an easy comparison of the individual’s perspective on customer service with your organization’s customized perspective and defines training and orientation needs.

CheckPoint360 ◦™

CheckPoint360 ◦™ is a confidential, Internet-based, multi-rater feedback process that helps leaders and managers become more effective by using feedback from the full circle of people with whom they interact. It compares the opinions of others with their own perceptions on key competencies vital for enhancing performance. It then positively identifies their strengths and pinpoints the development areas allowing for a practical approach to improve job performance.

Organizational Management Analysis™

The Organizational Management Analysis™ is a summary of the data from all of the individual Check Point 360 ◦ feedback reports from a selected group. It includes a factual summary of the perceptions of a management group, examines a company’s culture and provides insights of the alignment of the management groups with the company’s goals and objectives. This analysis aids in charting a course to the achievement of organizational goals with purpose, clarity and certainty.

SkillBuilder™

SkillBuilder™ is an Internet-based, interactive, self-paced, 18-unit professional development program. The eight (8) universal leadership skills are linked to each unit. Each unit is tied to the Checkpoint 360° and is designed to assist managers and supervisors improve their performance in areas that require development. Using the KSS method, they identify behaviors to “Keep doing, Stop doing and Start doing.”

Profiles Sales Indicator™

The Profiles Sales Indicator™ is an excellent tool for identifying people with attributes for success in sales careers. By measuring factors such as competitiveness, persistence, energy and sales drive, this assessment helps you build a more productive sales force, recruit high achievers who will surpass goals, increase market share and drive profits higher. The Profile Sales Indicator is a powerful tool for building a stronger sales force.

Profiles Performance Indicator™

Profiles Performance Indicator™ is a great management tool that measures five key behavioral factors and their impact on seven critically important aspects of success in business. The report helps you understand how and individual can be effectively understood, motivated and managed. It is economical and quick to take providing information that makes every employee more valuable and productive.

Team Analysis™

This is a powerful team-building tool that gives team leaders specific information to help them to be more effective in leading their teams. It provides insight into the role that the team leader must play to keep team members focused and to achieve team objectives. The report shows the strengths of each team member; alerts the team leader to areas of concern and provides an action plan.

Profiles Career Coach™

If your organization is down-sizing and wants to help those employees who are leaving to transition into the right jobs, the Career Coach can assist. This assessment tool will provide some powerful insights into making the right choices and/or **changing careers**. It is also an excellent tool for students in their own career planning and development.