



Prevue Assessment[®] : Make Better Hiring and Promotion Decisions

The Prevue Assessment[®] is an online assessment tool that you can use to evaluate both potential new hires and existing employees to assist with hiring and promotion decisions. Given the high costs associated with hiring or promoting the wrong person, Prevue Assessment[®] increases the probability of making better decisions and avoiding costly mistakes.

Here is how the process works:

- 1. Create a Benchmark for the Position:** Create a custom benchmark that takes into account the unique characteristics of your organization and the position. You can either use Job Description Surveys, completed by up to 3 people who know the requirements of the position, or for an even more reliable and realistic benchmark we suggest assessing current high performers and perhaps even marginal performers. These inputs are entered into the online system to create a benchmark exclusively for your organization. The best part is you can do this work yourself to save money, or have us do it for you.
- 2. Administer the Assessment:** As an online administrator, you send an electronic invitation to the candidate requesting them to take the assessment. It takes approximately 1 hour for them to complete the assessment. You can have them complete the assessment at your site using one of your workstations or the candidate can complete the assessment at their personal computer. You get instant notification when they have completed the assessment.
- 3. Instant Reports:** Once the candidates are entered in the system you can process an unlimited number of reports in PDF format. You can print them or just view them electronically. The process is instantaneous, keeping the hiring process moving quickly. There are many reports to choose from:

Selection Report - Great for hiring, this report gives you follow-up interview questions to help you select the best candidate from a list of finalists.

Coaching Report - Great for giving an existing employee some coaching tips to be more effective in their current position or evaluating them for a possible promotion or reassignment.

Working Characteristics Report - Give you valuable insights into whether an individual prefers salary, commission or bonus, how they view their work, how they view risk and their tolerance for change.



Succession Planning - Every person who completes an assessment becomes part of your database. It is possible to run them again in the future against any position in your database. In this way, it can be used as a succession planning tool, telling you which employees are most suitable for promotion or transfer.

Prevue Assessment[®] helps you make better hiring decisions, especially when you combine the assessment with an effective interview and reference check.

To see a sample of Prevue Assessment[®] reports just use this handy link:

www.UniqueDevelopment.com/pdf/prevuesample.pdf

Investment and ROI

There is a small set-up charge and training fee to get started with Prevue Assessment[®] and then the assessments themselves will cost less than \$100 each. You can either do it yourself very economically, or we can provide more assistance as needed. Hiring or promoting the wrong person can be very expensive when you take into account advertising costs, interviewing time, training time, termination costs and the overall distraction that turnover causes. Prevue Assessment[®] makes great business sense.

Make Better Hiring and Promotion Decisions and Get Started with Prevue Assessment[®] today:

- You can try your first Prevue Assessment[®] for only \$50, then make up your mind based on the results.
- Call us toll free at 1-866-700-9043 or email info@uniquedevelopment.com to get started.