

The Best Predictor of Performance and Retention

Recipe for success in one 120-character Tweet:

“Get the right people on the bus, the wrong people off the bus and the right people in the right seats.” — Jim Collins.

Job matching starts with a formal “job analysis” to determine what it takes to perform a particular job. The Society for Human Resource Management (SHRM) calls job analysis “the foundation of all HR practices”.

The U.S. Department of Labor’s Uniform Guidelines on Employee Selection Procedures likewise puts job analysis at the forefront of compliant hiring, promotion and other employee selection decisions.

Job analysis establishes the basis for assessing individuals with valid, job-related measures to gauge the extent to which they **have** what it takes to perform in the position of interest.

Profile XT[®] “Total Person” assessments perform job analyses, assess candidates and compare results, directly, to assure the highest levels of predictive validity and regulatory compliance. Profile XT routinely delivers >10x short-term ROI.

Let us show you clear paths forward, with easy first steps, fast traction, assured success and exceptional returns on thoroughly manageable initiatives. To learn more, click on the link in the upper right.