

Assessment Tools

Job FIT™

The **Job FIT™** is an instrument that measures, compares and correlates a candidate's cognitive, interpersonal, work competencies, and characteristics needed to successfully perform the job. While the **Job FIT™** tells you about the candidates and whether they are compatible with the job, it does not measure skills. The **Job FIT™** is a hiring indicator that can significantly enhance your ability to select the candidate that is the best fit.

Assessment Instrument Description

Why the **Job FIT™** is a valuable addition to any hiring process:

- Measures the compatibility between a candidate's performance patterns and the specific job needs
- Measures the candidate's strength and weaknesses and compares them to the job strengths "most needed" for the job and the weaknesses that are "most harmful" to the job
- Compares the job needs and the candidate's self evaluation in five key areas

What your organization can do with the **Job FIT™** information:

- Select candidates who are most compatible with the job
- Use the report as a guide for asking key job-specific questions during the interviewing process
- Use the report as a coaching and performance improvement plan for the candidates you hire

Key **Job FIT™** features:

- Accurate in both validity (measures what it's supposed to measure) and reliability (generates consistent results)
- Simple, easy to use online surveys for both candidates and decision makers
- Fast turn-around of detailed results within 48 hours
- Customized to meet the specific needs of your organization

Who Needs this Hiring Instrument

Human Resource Professionals
Sales Managers

Business Unit Leaders
Call Center Managers

Customer Service Managers
Corporate Hiring Managers

The Challenge

The costs of recruiting, hiring and retaining the right people are significant. What company today can afford to make bad hiring decisions?

Finding the right fit for a job is hard. Taking the risk and the guess work out of the decision-making process can pay dividends. The Job FIT™ tells you how well matched a candidate is to the job in both competency and characteristics.

Strengthening the workforce starts with selecting the best candidate for a job. Increasing your ability to match the right people to the right job can have a significant impact on your organization.

Training and Consulting Services Available:

Adaptive Index™
Adaptive Leadership™
Adaptive Selling®
Beyond Gold™ Customer Service
Better Together™ Team Effectiveness
Change Management
CLEAR Communications™
Conflict Management
Enhancing Client Relationships
Executive Coaching
Interviewing & Selection
Job FIT™
Leading Virtual Teams
Negotiation Skills
Performance Development Survey (360°)
Project Leadership
Project Management Tools & Techniques
Work Climate Inventory

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