

## 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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