



YOUR ASSESSMENT TEST SOURCE

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## Economic Recovery Plan

It has been proven that 75%-80% of the value of a company takes root in how you invest in your greatest asset -- Human Capital. While these are challenging times for all businesses, we wish to remind all of our friends and clients that your company's ability to prosper, sustain profitability and grow will be rooted in connecting the value of your people to your business strategy.

So, how do you utilize your investment in assessment testing in these trying times? Here are some thoughts for your consideration during the slow economy to strengthen your company today and in the future:

- People who have remained in your employment may be moved to a new position or have taken on parts of other positions. Have you looked at their assessment scores to see how you can invest in providing the assistance necessary for them to succeed/excel? Personnel Profiles does not charge customers to re-run reports under a different job position.
- Have you considered the value of the assessment process for existing employees who may not have taken a pre-employment assessment? We have assessments that can be converted to a version that can be shared with your employees. We do not recommend using this assessment for existing employees if the results will be used to decide who should stay and who should be released. It should be utilized for employees in new roles so they can use any and all tools to help them be pro-active in their career development.
- If you are the decision maker that is responsible to move an employee to a new job, the same logic applies. Look at the benchmarks of the new position and compare those to the employees you are considering to make a better investment. Job fit is critical in achieving top performance.
- This is an excellent time to work on the key results -- i.e. work measurement for each position. As we discussed in our April seminar, the best managers and front line supervisors want to know what is expected of them. This is an excellent time to sit down with your employees and discuss their job and the ways to improve results in order to secure theirs and the company's financial future. **Note:** If you had such measurements already in place, would you have been able to conduct layoffs based on job performance rather than length of service?

- We know that when the economy recovers we will be busy hiring. What have we learned about hiring practices in the past? How have the benchmarks that we have set for each job measured up? Are they in need of change to accommodate our revised business strategy? Have job descriptions been updated? Update your benchmarks and job descriptions now so you can hire more A's and avoid the C's in the future. You have key employees who have performed well that you want to duplicate. What are their scores and are you using their assessment information to establish new targets? Make your next workforce even stronger than your last one!

We greatly appreciate your business through the years. Please do not hesitate to call us or your independent representative to review any past assessments. It is all part of the service you invested in when you chose to use Personnel Profiles as your assessment test source!

Sincerely,  
Paul Nolan  
President  
Personnel Profiles, Inc. Corporate Office

To contact your Personnel Profiles representative please go to  
<http://www.persprofiles.com/contact.asp>

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