

PRE-HIRE ASSESSMENT PACKAGE

Building **SELF-AWARENESS**
for **SUCCESSFUL** *Hires*

Hiring and retaining top talent is the driving concern of companies and organizations today. As part of that business process, employers use skill tests and behavioral assessments to ascertain the ability of the applicant and the likelihood of his or her success in both the organization and the position itself. The growing increase in pre-hire assessments is driven by a search for quality employees who can do the job better and remain with the company or organization longer. The main purpose of assessment tools is to identify different characteristics of the individual and compare them against a common and objective information database.

Personality has been defined as “those thoughts, feelings, desires, intentions, and action tendencies that contribute to important aspects of individuality.” Personality comprises the psychological preferences, temperaments, and predispositions that, in part, motivate and govern people’s behavior. Personality, in part, determines who has a natural inclination for certain jobs and certain work environments and whether they will be a good fit for a certain position.



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Assessment tools can be very helpful in the pre-hire process because the cost of a bad hire *can cost the company or organization dearly, so it makes sense to choose the right person the first time. At BCG we use a variety of assessment tools to give the employer a well-rounded perspective and insight into who the potential hire is, how they interact in their world and how others view them. At the beginning of our process the individual will complete the three assessments listed below and a BCG consultant will review the results from the assessments and integrate that information into a report to make it easy for you to measure the candidates skills and personality to ensure that you're getting the right person for the job.*

TAYLOR JOHNSON TEMPERAMENT PROFILE (T-JTA)

An instrument used to develop awareness of personal characteristics that influence an individual's relationships with others and how they view their world. The Taylor-Johnson Temperament Analysis is one of the most widely used assessments for employment, individual and family counseling, and marital coaching. The T-JTA measures 18 dimensions of personality that are important components of individual adjustment and interpersonal relationships.

LEADERSHIP PROFILE INVENTORY (LPI)

Enables individuals and organizations to measure their leadership competencies and act on those discoveries. Whether one-to-one or one-to-many, mobilizing others to want to work toward shared aspirations is what leadership is all about. For anyone with a desire to make a difference, there are plenty opportunities to learn, live and share what it means to be an effective leader in good times and bad. This profile measures the frequency of "The Five Practices of Exemplary Leadership"—behaviors that are proven to bring out the leadership potential in anyone and to get extraordinary things done in their organization.

MYERS-BRIGGS TYPE INDICATOR (MBTI-LPI COMPLETE)

Myers-Briggs (MBTI) assessment is a tool which is uses a psychometric questionnaire designed to assess psychological preferences in how people perceive the world and make decisions. Learning about type can improve the way a person communicates with people, give them fresh insights on planning for the future, and helps them to know themselves better.

