

Assessment Screening

Information You Trust

Assessment tools offer insight into the character, abilities and behaviors of applicants before a hiring decision is made. A criminal background check reveals past criminal history, but the focus is limited to court history if arrests occurred.

For millions of people, no criminal record exists but that alone does not make them the best candidate, nor does the lack of criminal history shed insight into their core values.

Conducting an interview alone does not give you enough information to select the best candidate. Take a look at these statistics:

The probability of success in selecting a top performer:

- Interview 14%
- Reference Checking 26%
- Personality Surveys 38%
- Abilities Surveys 54%
- Interests Surveys 66%
- Job Matching 75%

What if you could identify the applicant's value regarding integrity, work ethic and reliability before investing heavily into hiring them? Now you can. With easy to use, low cost assessment tools, you can hire applicants based on more complete information with regard to their values.

With well validated resources, the process of assessment can be fast, easy and a wise investment for your organization.

Assessment Screening *(Continued)*

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Data Facts offers the following Assessment Surveys:

The Abilities Forecaster evaluates five (5) critical skills: problem solving, speed and accuracy of handling small details, arithmetic, grammar, spelling & vocabulary. The abilities forecaster also allows you to measure applicants against top performers within your organization. The results of your top performers act as the benchmark for new hires.

The Behavior Forecaster evaluates key job behaviors, including:

- Three 3 interpersonal skills: friendliness, teamwork and assertiveness.
- Five 5 personality traits: optimism, poise, objectivity, rule following preferences and focus on feelings vs. facts.
- Five 5 motivations: money, power, creativity, knowledge and customer service.
- The Behavior Forecaster also has benchmarking capabilities.

Character Forecaster (Pass III) evaluates important attitudes toward integrity/trustworthiness, work ethic, reliability and drug/alcohol attitudes. Includes a follow-up interview worksheet to help you ask the right questions based on the applicants responses.

Hartman Value Profile - Practical and precisely applicable to real work settings, the Hartman Value Profile (HVP) can be used for every level in an organization. It is primarily interested in who will make good decisions, be effective in problem solving and find the kind of solutions that allow a workplace to achieve goals of quality production and quality interactions. The Hartman Value Profile is integrated with Vikus' Applicant Tracking System, providing you with measurable and dramatic improvements in employee recruiting, development and retention.

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