



## SELECTECH® PREDICTOR® PROFILE

*Screening, hiring and retaining the workforce you want - efficiently! <sup>SM</sup>*

**Selectech® Predictor® Profile** is an on-line behavioral based (psychometric) assessment tool that is integrated with Selectech Workforce Management. The premises underlying **Selectech Predictor Profile** are that the two of the most important criteria in making a hiring decision are (1) comparing job candidates to the profiles of a company's best performers and (2) assessing job fit against job duties.

### GUARANTEED BENEFITS WHEN YOU CHOOSE SELECTECH PREDICTOR PROFILE

#### ABOUT ERC DATAPLUS

ERC delivers client-centric, state-of-the-art Internet and Interactive Voice (IVR) solutions for recruiting and employee surveys, and through ARGOS Assessment Company, multirater assessments. Its applications are modular in design to allow companies to select what they need; when they need it.

Clients benefit from dedicated and experienced project and account management teams to help clients translate their expectations into realities, and have a more efficient and effective process.

Supplementary modules to Selectech Workforce Management and Selectech 5.2 CMS improve the quality of hires and reduce turnover. Surveys of new hires to help improve the orientation process and surveys of departing employees that help to uncover root causes of turnover are also available.

Leading financial service companies, call centers, retail, hospitality companies, and Fortune 1000 companies look to ERC for quality, innovation, service, and high Return

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#### **Easy, Seamless Implementation**

**Selectech® Predictor® Profile** can be seamlessly integrated into your current hiring system, through the process listed below:

- A job benchmark is customized according to the profiles of successful employees.
- Candidates then take the assessment (typically less than 15 minutes).
- Candidates can be compared to any number of targets - giving you a score on the degree of match between the candidate and the position.
- The results of the match are reported to you in a user-friendly format - giving you a detailed behavioral comparison of the candidate to the selected benchmark. A Ranking Report also gives you the ability to rank candidates in order of match to the position.

#### **Selectech® Predictor® Profile Benefits**

- Derived from the Gough-Heilbrun *Adjective Check List*, which is supported by over forty years of research.
- EEO and ADA compliant.
- Decreases the hiring cycle time, improves your quality of hire, and decreases the probability of turnover.
- Customized predictive hiring that reduces your hiring cycle time
- Collects behavioral information that is not revealed during an interview.
- Self-monitors the reliability of the candidate's responses.
- Integrated with Selectech Workforce Management so resume management and assessment can be combined into one step.

- Can be administered in a non-proctored environment, saving time and money.
- Results available immediately without any intermediary steps; results appear along with unique interview questions.
- Selectech company-customized scores.
- Verification of no adverse impact is part of our standard set up.
- When integrated with Selectech Workforce Management, fixed monthly pricing for unlimited assessments.
- Easy-to-understand report, with both numerical and graphical presentations.
- Each report accompanied by suggested interview questions.

#### **Hiring Slowdown?**

While activity hiring may have decreased, the need to hire the *right* person still exists. In fact, with the increased labor supply it is even more critical and more advantageous.

#### **The Profile**

The Gough-Heilbrun Adjective Check List uses 32 scales to measure psychological needs, intellect, creativity, and ego functioning. Normative data on 10,000 people are available. As published by California Psychological Press, the ACL is a "C level" assessment. Through a proprietary program licensed only to ERC Dataplus by M.B. Flippen & Associates, scoring is automated and provides reports in an "A level" format. A and C level designations have been established using standards set by the American Psychological Association.