Step One Survey II® (SOS)

The SOSII is a brief pre-hire assessment that measures an individual's basic work-related values. It is used primarily as a screening tool early in the candidate selection process.

This assessment provides valid insight into an applicant's *work ethic*, *reliability*, *integrity*, *propensity for substance abuse* (US version only), and *attitudes toward theft* — including property, data, and time.

Customer Service Profile ™ (CSP)

The Customer Service Profile (CSP) measures how well a person fits specific customer service jobs in your organization. It is used primarily for selecting, on-boarding, and managing customer-facing employees.

The CSP also looks at what your current and future employees believe is a high-level of customer service, while at the same time showing where they align (or not) with the company's perspective.

ProfileXT® (PXT)

The PXT assessment measures how well an individual fits specific jobs in your organization. The "job matching" feature of the PXT is unique, and it enables you to evaluate an individual relative to the qualities required to successfully perform in a specific job. It is used throughout the employee life cycle for selection, on-boarding, managing, succession planning and strategic workforce planning.

This assessment reveals consistent, in-depth, objective insight into an individual's *thinking and reasoning style*, relevant *behavioral traits*, *occupational interests*, and *match to specific jobs* in your organization. It helps your managers interview and select people who have the highest probability of being successful in a role, and provides practical recommendations for coaching them to maximum performance. It also gives your organization consistent language and metrics to support strategic workforce and succession planning, talent management and reorganization efforts.

Profile Sales Assessment™ (PSA)

The Profiles Sales Assessment (PSA) measures how well a person fits specific sales jobs in your organization. It is used primarily for selecting, on-boarding and managing sales people and account managers.

The "job matching" feature of the PSA is unique, and can be customized by company, sales position, department, manager, geography, or any combination of these factors. This enables you to evaluate an individual relative to the qualities required to perform successfully in a specific sales job in your organization.

The PSA identifies people who have the five qualities that determine success in your selling environment: *Competitiveness*, *Self-reliance*, *Persistence*, *Energy*, and *Sales Drive*. It also predicts on-the-job performance in seven critical sales behaviors: *Prospecting*, *Closing Sales*, *Call Reluctance*, *Self-starting* ,*Teamwork* ,*Building and Maintaining Relationships* , and *Compensation Preference* .
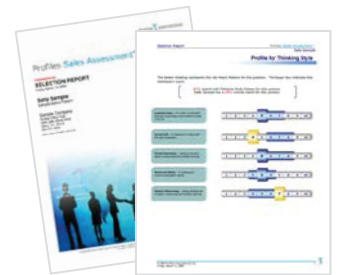
Employee Background Checks

HiringSmart provides comprehensive employee background checks for our clients. These include Investigative Reference Checks, Consumer Credit Reports, Criminal History Record, Drivers' History Report, Education Verification, Employment History Verification, Foreign Nationals Terrorist Sanctions Search (OFAC, CLFST & OSFI), Identity Verification Search, Incarceration Records Search, Military Service Verification, and many more.

Skills Tests

HiringSmart offers a full library of tests to measure essential job-related knowledge, skills and abilities. These tests are designed to simulate challenges that will be faced on the job, to give you a clear assessment of current skill levels and training needs. The library includes Software Skills, Clerical Skills, Call Center Skills, Accounting and Finance, Medical, Nursing, Legal, Industrial, Computer Literacy, Retail, Food Services, Information Technology, Staffing, and Human Resources.

Profile Managerial Fit ™ (PMF)

People typically don't leave their companies, they leave their boss. Profiles Managerial Fit (PMF) measures critical aspects of compatibility between a manager and his or her employees. This report offers an in-depth look at one's approach to learning, as well as six critical dimensions of compatibility with their manager: *self-assurance*, *conformity*, *optimism*, *decisiveness*, *self-reliance*, and *objectivity*.

Managers use this information for adapting their styles in order to get the most from each employee, improve communication, increase engagement, build satisfaction and productivity, and reduce employee turnover.

CheckPoint 360° ™

The CheckPoint Management System is a 360-degree assessment. It is used primarily to evaluate the effectiveness of your managers and leaders. This assessment combines feedback from direct reports, peers, supervisors, and even customers, with a personalized program for developing specific leadership skills based on that feedback. This process highlights a manager's job performance in 8 universal management competencies: *communication*, *leadership*, *adapting to change*, *relationships*, *task management*, *production*, *development of others*, and *personal development*.

The CheckPoint 360 helps managers identify and prioritize their own development opportunities. And it helps the organization to better focus management training and development investments; proactively uncover misaligned priorities between senior executives and front-line managers; and surface management issues that could lead to low employee productivity, morale, job-satisfaction, and increased turnover.

Profiles Performance Indicator ™ (PPI)

The Profiles Performance Indicator is a DiSC-type assessment that reveals aspects of an individual's personality that could impact their fit with their manager, coworkers and team, and their job performance. It is used primarily for motivating and coaching employees, and resolving post-hire conflict and performance issues.

The PPI specifically measures an individual's motivational intensity and behaviors related to *productivity*, *quality of work*, *initiative*, *teamwork*, *problem solving*, and *adapting to change*, as well as *response to conflict*, *stress*, and *frustration*. The output from this assessment serves as an "operator's manual" for an employee, which helps managers better motivate, coach, and communicate with the employee. It also helps to predict and minimize conflict among co-workers, and it provides crucial information for improving team selection and performance.

A powerful feature of the PPI is the Team Analysis Report, designed to help managers form new teams, reduce team conflict, improve team communication, improve their ability to anticipate problems, and enhance their team leadership skills.