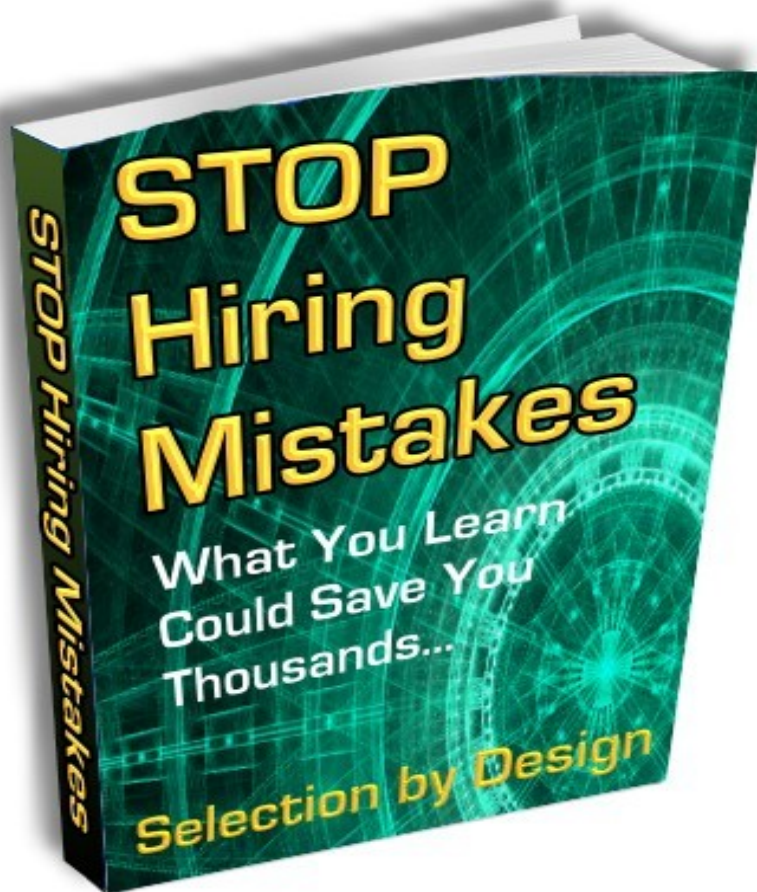




# Selection by Design

Choosing Employees - Building Careers



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## Choosing Employees - Building Careers

**Are you Finally Ready to Consider the  
High Cost of Hiring Mistakes?**

**Are Employee Selection Decisions  
Eating Away at your Bottom Line?**

**One hiring mistake is DEVOURING Joe's business' profits...**

It's the first Monday of the last month in the second quarter, and what Joe sees in his auto sales business' P & L statement is more than sobering. This month, it's downright horrific.

Once again, sales and profits are down and expenses are through the roof. Even worse, Joe is running out of time. If he doesn't take a drastic step soon, there's no way he'll turn things around in the next six months.

Joe has a big decision to make today. He needs to hire a new manager - someone who can not only motivate and manage the sales team, but control expenses and optimize productivity in maintenance, too.

The manager he's about to replace after only five months cost Joe's company dearly. Adding up the monumental and costly efforts training this manager involved, lost sales and ballooning expenses, Joe estimates that hiring mistake cost his business \$40,000 in profits.

All the time, effort and money in the world couldn't change a basic fact Joe couldn't see when he hired that manager. His resume was impressive, he had years of experience and he seemed motivated and ambitious.

What Joe couldn't see then, he sees very clearly today.

He hired the wrong man for the job.





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**“This COULDN’T happen to my business...”**



Really?

Has a dissatisfied employee ever quit on you, or have you ever had to fire someone for inadequate performance?

Every day, businesses make the exact same mistake Joe made, and too often, the costs are astronomical.

Whether it’s retail, the health care industry, manufacturing, academic institutions, service industries or any other type of business, hiring the wrong person for the job is incredibly easy to do.

**It happens all the time, regardless of experience or expertise in hiring.**



## **The Selection by Design Solution for Businesses**

Most people understand that we all have our own strengths and weaknesses, and every job or career requires or demands its own unique set of skills.

A detail-oriented individual will be a better choice for an inventory management position than someone who has difficulty thinking in a quantitative way. The friendly, outgoing “people person” will be a better sales manager than the shy individual who prefers to work alone.

The problem of course is, it isn’t always easy to see an employee’s strengths or weaknesses, or to know the best way to match their strengths with employment positions so they’ll naturally thrive.



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If you're going to spend the time and resources it takes to hire and train a new employee or promote or transfer one to a new position, wouldn't "inside" information about their strengths be valuable in the selection process?

## **Occupational Tests Effectively Measure Abilities, Skills, Talents, Interests, and Personality**

Training in occupational testing puts a powerful, valuable tool in the hands of your business or organization!

When a member of your team becomes fully certified as competent to utilize occupational testing, your business benefits in two fundamental ways:

1. Human resources decisions can be based on scientific assessment, so there's a much greater potential for those decisions to be valid, sound, objective and effective.
2. You can have confidence that you've accurately measured and interpreted different attributes that will influence employee performance. Your business will benefit from better placement and development of persons as a result.

## **Make Employee Selection a Long Term Investment**

Occupational testing is an investment in personnel that benefits employees and pays off big for businesses. Your employees become long term investments that yield returns many times over.

Making employee selection and career advancement decisions based on occupational testing can equate to higher levels of productivity, employee satisfaction and retention.

It's a win-win situation for both you and your employees!





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## Boost your Bottom Line with a Proven System

Occupational testing training can improve your ability to make the best possible employment related decisions, so there's no doubt about its value!

Base your hiring decisions on fact, not hope for the best results. If you hire just 3 people a year, the difference in your bottom line could equate to tens of thousands of dollars.

Doesn't it make sense to utilize a proven system that can help you match the right person with the right skill set every time you fill a position?

When just one member of your staff is trained in using occupational ability and personality tests, your business can start benefiting from sound, scientifically-based employment related decisions.

Take advantage of your employees' full potential, hire the right person for the job every time, and rely on occupational test training to boost your bottom line long term.

## Resources

Selection by Design Training Testing and Consulting Services can save your organization thousands of dollars by helping you select the right person.

[Http://www.SelectionxDesign.com](http://www.SelectionxDesign.com)

Level A - General Information Pack

Certificate of Competence in Occupational Testing

[Click Here](#)

Level B - General Information Pack

Certificate of Competence in Occupational Testing

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