

Hire for “Fit”.

60% of all new jobs created in this decade will require skills possessed by only 20% of the workforce. Are you confident that you’re effectively measuring the skills and behaviors of your employees and job candidates?

Studies show that proper job “fit” improves engagement and productivity. Negative factors such as stress, conflict and costly employee turnover diminish.

For over a decade, Performance Management Partners has provided a comprehensive suite of assessment tools to:

- Hire right the first time for “fit” with the position, team and organization.
- Promote employees for competencies required for success in the future, rather than in the past.
- Re-assign employees to better fit positions.
- Minimize turnover.

Some of Our Assessment Tools



We continuously research and become certified in the best tools on the market. This allows us to provide objective, valid and reliable measures of the behaviors (what others see), as well as the underlying drivers of those behaviors (experiences, emotional intelligence, critical thinking skills, values, personality, etc.).

These assessments are used by almost 40,000 companies world-wide. We can walk you through the process by profiling positions for desired competencies (knowledge, skills and behaviors), as well as by providing personal debriefs for hiring managers and new hires. Or, install our easy to use software to administer your own assessments with 15 second report turnaround.



Talent Assessments

Step One: Create a Job Profile

Profile the competencies, behaviors and values required for a job by assessing your highest performers or by completing a job survey.

Job Profiler

Thank you for using our online Job Profiling system which is essential for using the Workplace Big Five™ Profile in the hiring process. * Indicates required fields.

Your Name*

Your Company Name*

Your Phone Number* (ex. 5555555555)

Your Email Address*

Are you the*
 Hiring Manager
 Human Resources Representative
 Other

The position title to be profiled*

Candidates to be profiled (for more than 3 candidates, please call 716.204.2590):

Candidate # 1
 Name
 Email
 Phone (ex. 5555555555)

Please select 10 – 12 of the following job competencies or behaviors that are most essential for success in this position. You can review the definition of the competency by holding your cursor over each word.

Results / Quality Dimension

<input type="checkbox"/> Action Orientation	<input type="checkbox"/> Adherence to Policy	<input type="checkbox"/> Ambition	<input type="checkbox"/> Analytical Thinking
<input type="checkbox"/> Comfort with Paperwork	<input type="checkbox"/> Computer & Keyboarding	<input type="checkbox"/> Decision-Making Skills	<input type="checkbox"/> Detail Orientation
<input type="checkbox"/> Follow Through	<input type="checkbox"/> Independent	<input type="checkbox"/> Manage thru Systems	<input type="checkbox"/> Meeting Management
<input type="checkbox"/> Numerical Accuracy	<input type="checkbox"/> Organization	<input type="checkbox"/> Performance Focus	<input type="checkbox"/> Planning
<input type="checkbox"/> Problem Solving / Consensus Building	<input type="checkbox"/> Process Re-Engineering	<input type="checkbox"/> Project Management	<input type="checkbox"/> Quality Orientation
<input type="checkbox"/> Responsibility Acceptance	<input type="checkbox"/> Safety Orientation	<input type="checkbox"/> Technical Learning	<input type="checkbox"/> Written Communication

Visionary Dimension

<input type="checkbox"/> Ambavity	<input type="checkbox"/> Business Acumen	<input type="checkbox"/> Comfort with Change	<input type="checkbox"/> Creativity and Innovation
<input type="checkbox"/> Entrepreneurship	<input type="checkbox"/> Initiative	<input type="checkbox"/> Overseas Work Success	<input type="checkbox"/> Passion for the Business
<input type="checkbox"/> Range of Perspective & Interests	<input type="checkbox"/> Risk Taking	<input type="checkbox"/> Strategic Thinking	

Emotional Dimension

<input type="checkbox"/> Assertiveness	<input type="checkbox"/> Competitiveness	<input type="checkbox"/> Empathy	<input type="checkbox"/> Flexibility
<input type="checkbox"/> Humor	<input type="checkbox"/> Optimism	<input type="checkbox"/> Presentation Skills	<input type="checkbox"/> Self Awareness & Control
<input type="checkbox"/> Self Confidence	<input type="checkbox"/> Self Development	<input type="checkbox"/> Work / Life Balance	

Team Dimension

<input type="checkbox"/> Facilitation	<input type="checkbox"/> Influence	<input type="checkbox"/> Informing Others	<input type="checkbox"/> Objectivity
<input type="checkbox"/> Political Savvy	<input type="checkbox"/> Team Builder	<input type="checkbox"/> Team Player	

Relationship Dimension

<input type="checkbox"/> Coaching & Developing Others	<input type="checkbox"/> Comfort with Diversity	<input type="checkbox"/> Communication	<input type="checkbox"/> Customer Focus
<input type="checkbox"/> Delegation	<input type="checkbox"/> Diplomacy	<input type="checkbox"/> Front Line Service	<input type="checkbox"/> Listening
<input type="checkbox"/> Motivation of Others	<input type="checkbox"/> Sales Orientation	<input type="checkbox"/> Talent Management	<input type="checkbox"/> Talent Selection

Step Two: Assess Each Candidate

Compare candidates to the target profile, the hiring manager and the team.

Target Competencies

	9 - 10 Energizing	7 - 8 Natural	5 - 6 Somewhat Natural	3 - 4 Draining	1 - 2 Outside Comfort Zone
Competency	Candidate 1	Candidate 2	Candidate 3		
Action Orientation	3	8	9		
Analytical Thinking	7	10	6		
Change Driver	5	8	3		
Customer Focus	4	9	5		
Follow-Through	4	6	3		
Influence	4	6	9		
Problem Solving	3	5	2		
Sales Orientation	4	9	3		

Performance Management Partners, Inc.

Step Three: Ask Better Interview & Reference Check Questions

Use our in-depth, behavioral interview and reference check questions to get the answers to support your decision making process.

