

Onboarding • Performance Management • Staff Development • Team Building

- EEO Compliance
- HR Continued Education
- Staff Retention
- Superior Productivity



**COST OF
TURNOVER:
150% SALARY***
COST OF SALARY

*Talent Management
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Levels of Certification:



BEHAVIORS ANALYST:

Based on the DISC theory, behavior is measured in four dimensions; dominance, influence, steadiness and compliance which are translated into a hierarchy of twelve behavioral traits scored on a 10-point scale. The results enhance the hiring process by revealing how an individual will perform. Furthermore, behavioral coaching empowers individuals to take action towards professional growth.



BEHAVIORS & MOTIVATORS ANALYST:

In addition to Behaviors, Motivators are a window through which we view the world – what drives our behavior or motivates our actions. Motivators are measured in six areas: theoretical, utilitarian, aesthetic, social, individualistic and traditional. The results will benefit both hiring and coaching initiatives by revealing why an individual acts the way they do, or what motivates their behavior.



BEHAVIORS, MOTIVATORS & SKILLS ANALYST:

Along with Behaviors and Motivators, the TriMetrix HD Report describes what an individual's strengths are in 25 research-based capacities, or personal skills, that are directly related to the business environment. The top skills outlined in the report highlight individuals' well developed capabilities and reveal the areas where they are most effective.

Predictive Accuracy of Job Matching using TTI assessments, Research Study Sept 2012

Benefits OF CERTIFIED PROFESSIONAL ANALYSTS

Investing in certified professionals within your organization will improve the selection of superior performers while positively impacting the bottom-line.

With the use of job matching and validated assessments, Time Warner Cable saw:

- 16% less first-year turnover, est. cost savings of \$2.6m
- 21% higher sales by higher-matches
- Saving \$13k per employee a year with higher-matches
- 68% less time screening candidates