

FirstView™ - A Job Fit Indicator *Psychometric Accuracy / Speedy Administration*

The Advantages

Fast and Accurate

FirstView™ uses the most advanced psychometric methodology, with sophisticated item construction within a proven construct of measurement. *FirstView™* matches the accuracy of the finest fifth generation of instruments, yet requires only fifteen minutes to complete. This is critical if you are using an assessment to screen large candidate groups for entry level positions.

The Measurements:

Rules – consistency, ability to deal with change, need for structure, ability to follow rules and policies.

Extroversion – need to work with others, communication of enthusiasm, ability to talk or listen.

Assertiveness – decision making, selling and closing abilities, ability to handle confrontation, willingness to take direction from others.

Teaming – teamwork, collaboration with others, competitiveness.

Sensitivity – emotional stability, handling of criticism and feedback, dealing with stress.

Organization – planning, spontaneity, time management attitudes, ability to handle details.

Social Desirability – an internal validity scale to determine if the candidate is being frank with their answers.

Cognitive Ability – an overall aggregate measure of cognitive skills.

Plug ‘N Play

You can use paper assessments and scoring software or use an access code for the web application. *FirstView™* output is direct knowledge. The candidate’s behavior is described in the context of the job requirements and processes. The hiring manager has no need for expert interpretation.

Selection & Development Tool

Interview questions are selected by advanced psychometric measurements and probe only those areas that target an individual’s weaknesses in the prospective job. These questions help in both coaching and selection interviews.

Cheap & Easy!

On the web – The web deliverable assessment is \$15 per assessment with lower cost options for “personality only” or “cognitive only” options.

Paper and pencil - *FirstView™* is licensed for annual unlimited usage in organizations or divisions for \$10 per employee, up to 1,000 employees. Larger organizations should request a special quotation. Based on average turnover statistics the cost is projected to fall below \$10 per candidate.

Predicts Behavior In 15 Key Work Function Categories

FirstView™ predicts the performance of the candidate in comparison to behavior that has been observed to be most effective in 15 job categories. You select the category that best matches the position you are hiring for:

Persuasive Sales

Management

Financial

Healthcare

Production

Telemarketing Sales

Customer Service

Information Technology

Food Service

Warehouse

Retail Sales

Administrative

Engineering

Hospitality

Driver