

## Why Would You Want to Use Assessments in Your Business?

Any company that employs people has employee issues, not all bad ones either. But, for a majority of companies, 60% of a manager's time is spent fixing people problems with only 40% of their time left to achieve company goals. It doesn't have to be this way. By having a systematic, verifiable system to put the right people in the right jobs, keep them happy, and help them achieve their potential, companies can turn that dismal ratio around.

Assessments provide that systematic, verifiable system – they are not tests, they are information providers to help managers make better, more informed decisions. Did you know that the average cost of hiring a new employee into a small to medium business is around \$6,000? Add on to that all the training you give a new hire and it can start to pass \$10,000 very quickly. Now imagine you've hired the wrong person, or promoted a person into a job they are ill suited to – you've wasted at least \$10,000 with more to come in the future.

Using assessments can help you gather information to aid your decision making process regarding if a person's attributes match the skills and qualities you need for a particular job. A small sampling of this information includes:

- ✓ Integrity
- ✓ Attitudes toward drug use
- ✓ Attitudes toward work ethic
- ✓ Attitudes toward reliability
- ✓ Can a person get the job done
- ✓ How they will get the job done
- ✓ Will they enjoy doing the job

Some of the benefits achieved by companies that have begun using assessments are:

- ✓ Increased productivity
- ✓ Reduced turnover
- ✓ Hired more dependable people
- ✓ Avoided costs associated with legal actions
- ✓ Improved decisions
- ✓ More effective use of their human capital
- ✓ Better job fit for employees

If you are worried that using assessments for hiring/retaining employees isn't legal, here is what the Department of Labor has to say - "The appropriate use of **professionally developed** assessment tools enables organizations to make more effective employment-related decisions than the use of observation or random decision making."

There is tremendous opportunity for increased dollar profits when the right people are in the right jobs in the right place. Assessments can help you get there.

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