

# JOB READINESS & JOB RETENTION ASSESSMENT

Part of the i-Match Process | Employment Inventory

## OVERVIEW:



The Job Readiness & Job Retention Assessment System is known as the "Employment Inventory (EI)." First and foremost, EI is **Valid** and **Reliable**. It has been validated in over 200 research studies involving a working population of over 300,000 individuals within a wide range of organizations. In fact, EI has been administered to more than 30 million individuals and has never been challenged in court.

## 4 ASSESSMENT SCALES:

The EI assessment has 4 Scales which measure Performance, Retention, Customer Service, and Sales:

An Internet and PC-based pre-employment assessment that identifies individuals most likely to become productive and successful employees and those who are most likely to stay on the job.



### Performance

Predicts success in entry level nonexempt positions. Identifies individuals who are:

- Reliable, Honest, Trustworthy, Dependable
- Hardworking, Motivated, Conscientious
- Capable, Responsible, Organized, Persistent



#### Identifies Individuals who will produce more!

Business depends on hourly employees. They need employees who will deliver an honest day's work every day. When "job-ready" prospects are identified businesses will get to enjoy lower turnover, fewer disciplinary incidents, and workers that generate high productivity. When EI becomes part of the hiring process the placement and retention process will become more effective.

The Performance Scale measures the basic PERSONALITY traits that drive reliable, dependable, and responsible behaviors. With more productive behavior the outcomes are more favorable and more work gets done at a lower cost with fewer disruptions.

### Customer Service

Predicts Success in positions with customer contact (both within and outside the company). Identifies individuals who are:

- Friendly, Courteous, Cooperative, Tactful
- People Orientated, Unprejudiced,



#### Identifies Individuals who will win Customers!

The people who represent their company and who work with customers everyday are essential to the success of the organization. Qualified candidates can win customers and create loyalty while unqualified candidates can send these customers away determined never to buy from the company again. In essence, if an organization identifies qualified individuals they will definitely make a major impact on the companies success.

The Customer Service Scale measures the basic PERSONALITY traits that help people get along with others. The more service-oriented BEHAVIORS the candidates possess, the more productive are the OUTCOMES.

### Retention

Predicts the likelihood that an individual will:

- Stay on the Job for Longer Periods of Time
- Be Committed
- Be Motivated



#### Identifies Individuals Who will stay on the job longer!

It seems that just about the time employees become familiar with the company's products, procedures, and services they quit. In a typical retail environment, one-third of new employees don't last beyond the first month; two-thirds are gone after six months. They leave for a variety of reasons; lack of supervisory attention, not fitting in, opportunities for higher pay. However, most leave for a lack of commitment.

The Retention Scale measures PERSONALTY characteristics that drive commitment, impulsiveness, responsibility and motivation.

### Sales

Predicts success in positions requiring high levels of:

- Initiative, Commitment, Persuasiveness
- Resilience, Tolerance, High Energy
- Adaptable, Influential



#### Identifies Individuals with Sales Potential!

The ability to sell effectively requires more than product knowledge or sales techniques. This Scale helps identify the individuals most likely to thrive in sales roles, generate higher sales, and increase the company's profitability.

The Sales Scale measures the basic PERSONALITY traits that power BEHAVIOR which in turn produces positive sales outcomes.

# Job Readiness & Job Retention Assessment—Features, Benefits, & Results

## EI FEATURES & BENEFITS:

- EI is simple to use
- EI is NON-DISCRIMINATORY and non-threatening
- EI is self administered
- EI is available in multiple languages
- EI is available on the PC & Internet
- EI has an audio component (PC only)
- EI can be administered in 20-60 minutes, depending upon the assigned assessment scales
- EI meets all EEOC, ADA, and Adverse Impact legal requirements
- EI has built-in factors to determine literacy and faking answers
- EI reports are simple to interpret
- EI is written at the 5th/6th grade reading levels



## EI IS VALID & RELIABLE:

- EI has been administered to over 30 million individuals over the past 10 years
- EI has been the subject of more than 200 validation studies
- EI validation subjects exceed 300,000 individuals
- EI was created in real-life work situations
- EI is presently being used by more than half of the top ten U.S. retailers and by transportation, food service, health care, manufacturing, employment agencies, and airlines
- EI is well documented (11 dissertations, 15 American Psychological Presentations, 25 book chapters, 30 independent university studies)

## REPORTS—SIMPLE & EASY TO INTERPRET:

EI produces 4 reports, one for each of the assessment scales. Each report provides a score with a hiring recommendation shown below. In addition, a list of behaviors associated with recommendations are provided.

Performance		
Higher Performance score suggests more reliable and generally satisfactory job performance.		
Score: 61 - Recommend Hire		
Recommend Rejection bottom 25%	Caution lower 25%	Recommend Hire top 50%
0	47 48	52 53 88
More likely to be terminated and have a tendency toward: excessive lateness/absence, shirking responsibility, gross violation of rules, and acting hostile or angry.	Less likely to follow rules or be reliable, may show: disruptive work behavior, low work motivation, and minor violation of rules.	More likely to be dependable and responsible on the job by: Adhering to rules more closely, Showing more self-control and stability in behavior, Being careful while performing tasks, and Taking responsibility.
Retention		
These scores indicate how likely it is that an individual will stay on the job for at least three months, and arrive at work on time every day. Higher scores predict commitment, impulsiveness, responsibility and motivation.		
Score: 19 - Recommend Rejection		
Recommend Rejection bottom 25%	Caution lower 25%	Recommend Hire top 50%
0	22 23	26 27 43

## ROI—RETURN ON INVESTMENT:

EI has been used extensively in a wide variety of business and industry settings. Here are just a few of results gained from using EI:



### Airline Industry

- 33% decrease in tardiness
- 36% fewer accidents annually among airline ground crew

### Supermarket Industry

- 32% decrease in tardiness
- 21% less turnover
- 60% fewer terminations
- 80% less paid in annual workers' compensation claims
- 17% more product handled
- 45% fewer injuries

### Banking

- 32% decrease in cash drawer variance
- 30% less total turnover

### Transportation

- 23% fewer absences in a metropolitan transit commission
- 21% fewer injuries among truck drivers
- 77% fewer days tardy in a year among bus drivers
- 84% drop in worker compensation claims from bus drivers

### Health Care

- 51% less turnover
- 13% fewer accidents due to carelessness
- 82% decrease in turnover in another study

### Retail & Discount Stores

- 58% decrease in uninsured loss in a jewelry store
- 85% fewer drug test failures in a discount chain
- 43% less shrinkage in a discount store
- 50% fewer terminations in discount showroom stores
- 17% less inventory shrinkage in a retail chain
- 44% fewer theft terminations in a retail chain
- 41% less voluntary turnover in a fashion retail chain
- 57% decrease in theft terminations in a retail chain
- 40% shorter interviews in a department store

### Restaurants

- 77% fewer tardy days in restaurants
- \$300 decrease in monthly management costs in an international restaurant chain

Try EI for **FREE**. Contact us at 888-783-2283 or [info@asktbs.com](mailto:info@asktbs.com) and request the EI Demo.

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