

• Inside this issue:

The President's Message	1
Prevue's new U S D Product	1
Personality Test in the News	2
Recruitment Practices	2
Job Fit Counts	2
On the Lighter Side	3
Employee Engagement	3
Corporate Coach	4
Contact Information	4



Trevor D. West, CHRP is President of Psychometrics West, Employment Assessments and Human Resources Consulting.

We are really excited about the launch of the Understanding Style Differences training and development program model released a few months ago. We now have two fully trained trainers to service your needs in this area.

Many of you have also expressed the need for a screening tool. We are pleased to inform you of the launch of a Prevue Screening product in the near future.

Check our website for details.

Understanding Style Differences.

A New Product from Prevue Assessments

The Prevue Assessment product line has come of age. Many clients have suggested that the information provided by the Prevue Assessment could or should be utilized in the development of a full blown training instrument used to improve relationships, team performance and leadership skills.

The Understanding Style Differences (USD) programs will help your team assess and understand personality traits, work preferences, and communication styles. USD is available in three different programs:

1. Individual (dual focus)—for the individual to understand themselves and for the manager to gain insight into each individual's preferences for interacting and working with others, and the relevant impact of these preferences on the team.
2. Groups—for analysis of team members' traits, preferences, and communication styles and how these interact to determine the effectiveness of the group.
3. Managers—for development of leadership skills by increasing awareness of the interaction of a manager's personal style with his/her direct reports and the impact of their collective style on other teams and the organization as a whole.

Understanding Style Differences can be delivered as:

- Stand alone programs for communication training, to enhance coaching/mentoring and on-the-job training, and for staff learning and development
- An integrated package of two or three of the programs in a roll-out strategy for divisions or the entire organization
- A supplementary module to be added to existing training USD accompanied by a full support kit of readily accessible products and services including:
 - Comprehensive facilitator's manual
 - PowerPoint presentations for in-depth training
 - Online "get answers" available 24/7
 - Webinars on How to Facilitate USD

Understanding Style Differences is based on the Prevue Assessment which is:

- A validated psychometric instrument
- Accepted world-wide since 1994
- Proven to give reliable, objective reports
- For individuals at all levels of business in a wide range of occupations

This product delivers metrics on team dynamics in key areas such as interpersonal relationships, approach to work, expressive styles and emotional tendencies.

Call us today for more information on the benefits of Understanding Style Differences to your organization or work group. We have trainers available to deliver this program or we can train you to deliver it yourselves.

Personality Tests in the News

The Edmonton Journal recently dedicated a full two page spread to an article titled "The Growing Cult of Personality Tests"

The lengthy article made two of key observations:

- Employers give personality tests top marks as valuable hiring tools
- Psychometric tests can and do predict job performance and job fit

The article also asked questions about the reliability of "this increasingly popular practice". In answer to that, all well developed, validated instruments offer excellent technical manuals. Before you buy into a program review the validity of the assessment and the technical manual. (The technical manual for the Prevue Assessment Instrument can be found on our website in the downloadable section).

A recent Okanagan Saturday article titled "Why it's a good idea to hire for Personality" concluded that employers should learn to evaluate potential employees beyond first impressions. Candidates are well coached for interviews and employers need to identify the true personality of candidates and determine if there is a good fit.



JOB FIT COUNTS

Do You Want To Improve Your Success Record At Hiring, Coaching And Promoting Individuals Within Your Organization?

If so, you need better information to make an informed decision on employee job fit.

Prevue Assessment™ an integrated psychometric assessment used in the recruitment process to measure a candidate's general abilities, motivation and interests and behavioural dimensions. It provides a job fit analysis and critical working characteristics information that impacts job performance.

Prevue Corporate Coach™ a fully web enabled coaching and performance management instrument designed to increase job satisfaction and improve communication. It provides information on 24 personality traits, 3 interest scales and 9 working characteristics.

For information, contact your local distributor:

Psychometrics West

Executive Search, Employment Assessments & HR Consulting

Call: 250-215-1471
 Contact: info@psychometricswest.com
 Visit: www.psychometricswest.com

The Four Cornerstones of Recruitment

The use of personality or other testing alone is not an advisable practice.

At Psychometrics West we prefer to use, and advise our clients, to use the 4 cornerstones of good recruiting.

- Review the resume thoroughly to ensure that, on paper, the candidate meets or exceeds the requirements of the position in terms of education and experience.
- Conduct personal interviews to obtain a feel for who the individual is and to see if from your point of view they are a good fit for the team.
- Conduct employment assessments, on final candidates, to obtain valuable insights into job fit, job performance, skills and abilities, motivations and interests, behavioural dimensions and working characteristics.
- Conduct reference checks, with former employers, to ensure the claims made on the resume are factual, performance and that the attitude displayed was appropriate.

Each of these items should be given equal weight in the recruitment process. No one item without the rest can give you a full and true picture of the candidates.

Remember hiring decisions are some of the most costly decisions you will ever make, therefore always apply the 4 cornerstones to your recruitment efforts.



On the lighter side – try this for fun.

TIBETAN PERSONALITY TEST

Take your time with this test and you will be amazed. The Dalai Lama suggests you read it to see if it works for you. It is very interesting. There are only 4 questions and the answers will surprise you.

Be honest and do not look at the answers. The mind is like a parachute, it works best when it is opened. This is fun to do, but you have to follow the instructions very closely.

Remember, there are only 4 questions, if you see the answers before finishing, you will not have honest results. Don't look ahead. Get a pencil and paper to write your answers as you go along. You will need them at the end.

This questionnaire will reveal some interesting things about your true self. Give an answer for each item. The first thing that comes to mind is usually your best answer. Remember - no one sees this but you.

(1) Put the following 5 animals in the order of your preference:

Cow, Tiger, Sheep, Horse, Pig

(2) Write one word that describes each one of the following:

Dog, Cat, Rat, Coffee, Sea

(3) Think of someone, who also knows you and is important to you, which you can relate to the following colors. Do not repeat your answer twice. Name just one person for each color:

Yellow, Orange, Red, White, Green

ANSWERS: Look at the interpretations below:

(1) This will define your priorities in your life.

Cow signifies **career**
Tiger signifies **pride**
Sheep signifies **love**
Horse signifies **family**
Pig signifies **money**

(2) Your description of **dog** implies your **own personality**.

Your description of **cat** implies the personality of your **partner**.
 Your description of **rat** implies the personality of your **enemies**.
 Your description of **coffee** is how you **interpret sex**.
 Your description of the **sea** implies **your own life**.

(3) This is how you feel about those people.

Yellow: Someone you will **never forget**
Orange: Someone you consider your **true friend**
Red: Someone that you **really love**
White: Your **twin soul**
Green: Someone that you will **remember for the rest of your life**

Notes:

P.O. Box 29007
Mission Postal Station
Kelowna, British Columbia
Canada V1W 4A7

Phone: 250-215-1471
Email: info@psychometricswest.com
Website www.psychometricswest.com



Prevue Assessments “Matching People to Jobs through Technology”.

PREVUE CORPORATE COACH

Do you have the occasional interpersonal relationship issue between a supervisor and an employee, maybe even with one of your own employees?

Do you have performance issues with individuals that just don't seem to understand what it is you want to achieve or the direction you are trying to take the team?

Is there someone on the team that is definitely an asset but needs some coaching or redirection if they are going to be successful?

The Prevue Corporate Coach is an ideal instrument to assist you with these and many other employee relationship issues

To download a copy of the Prevue Corporate Coach sales literature visit the assessment area of our website:

www.psychometricswest.com

or call us at 250-215-1471.

Employee Engagement

The results of a recent study of the top 100 companies in Germany, to determine levels of employee engagement, was particularly disturbing. The study found the levels to be as follows:

Engaged	16%
Not Engaged	69%
Actively Disengaged	15%

We all measure HR metrics such as absenteeism and turnover. Some of us measure items such as productivity, time lost for medical disabilities, WCB costs etc., but what is the cost of PRESENTEEISM.

Presenteeism is similar to absenteeism, the difference is the employee is there, they are just not meeting expectations or goals, or at best, doing the minimum to get by. There are potentially a few who are actively involved in sabotaging the efforts of the rest.

The two groups, from the German study, the 69% not Engaged, and the 15% actively disengaged equal 84% of the working population.

- How do you think your employees measure up?
- What steps are you taking to engage them?
- How do you plan to keep them engaged ?
- Do you know the level of employee satisfaction in your company?
- Do you know the level of job satisfaction?

Employee and Job Satisfaction Surveys

Have you considered conducting a short, easy to complete and easy to analyze employee survey? This could help you understand the things you need to pay attention to if you want to attract and keep the best employees, determine areas of concern for your employees, and areas for improvement in your relations with your employees.

Why not contact us and discuss the potential you can obtain from participating in such a survey?

