

USING THE PI JOB ASSESSMENT™

The Predictive Index® System includes the Job Assessment tool, which identifies the behavioral demands of every position in your organization.

The Job Assessment specifically defines the key behaviors that drive success in any role. Administered online and completed by key stakeholders with knowledge of the expectations of the position ensures a high level of consensus on the behavioral demands of the job. Defining the specific behaviors that lead to optimal job performance provides recruiters, managers and employees with crystal clear expectations of the job's demands.

Job Assessments are useful throughout the employee life cycle, from creating job descriptions to attract behaviorally fit candidates and developing targeted interview questions to creating onboarding plans, development plans and coaching the employee to performance success.

DEVELOPING A JOB ASSESSMENT

Key stakeholders with knowledge of the job's requirements should participate in the creation of the result of the Job Assessment, the Job Pattern. Compiled online, answers to "What are the behavioral demands of the job?" are collected and merged.

Anyone who understands the demands of the job can participate in completing the Job Assessment, and it's best to include a variety of perspectives for the best results.

APPLICATIONS

Through our knowledge transfer system, you'll be able to use the Job Assessment to help you engage your employees throughout the employee life cycle. Job Assessment data makes it easy for you to:

- Write behavior specific job descriptions and definitions
- Develop pertinent interview questions
- Evaluate interviews that find the right people for jobs
- Coach your employees to acceleration
- Identify talent for future succession

USE THE JOB ASSESSMENT FOR:

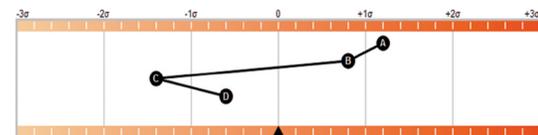
- Creating Job Profiles to identify mandatory behaviors for success.
- Reducing the time you spend on screening candidates.
- Creating more effective job descriptions.
- Creating poignant interview questions.
- Placing the right behaviors in the right roles and accelerate results.



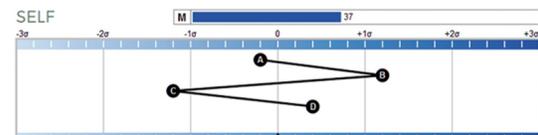
FITS AND GAPS

Job Assessments define the required behaviors to perform a job successfully. Comparing individual Predictive Index graphs against the Job Pattern, we determine the job fits and gaps that predict a person's performance in the position.

JOB PATTERN FOR OUTSIDE SALES



ERNIE EMPLOYEE



"Fits" are the genetic traits of a person that will cause them to enjoy, accelerate and sustain excellence in a position. "Gaps" are genetic challenges that individuals must overcome via adjusting their choices, training and practice to achieve success in the position.