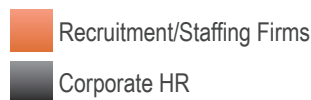
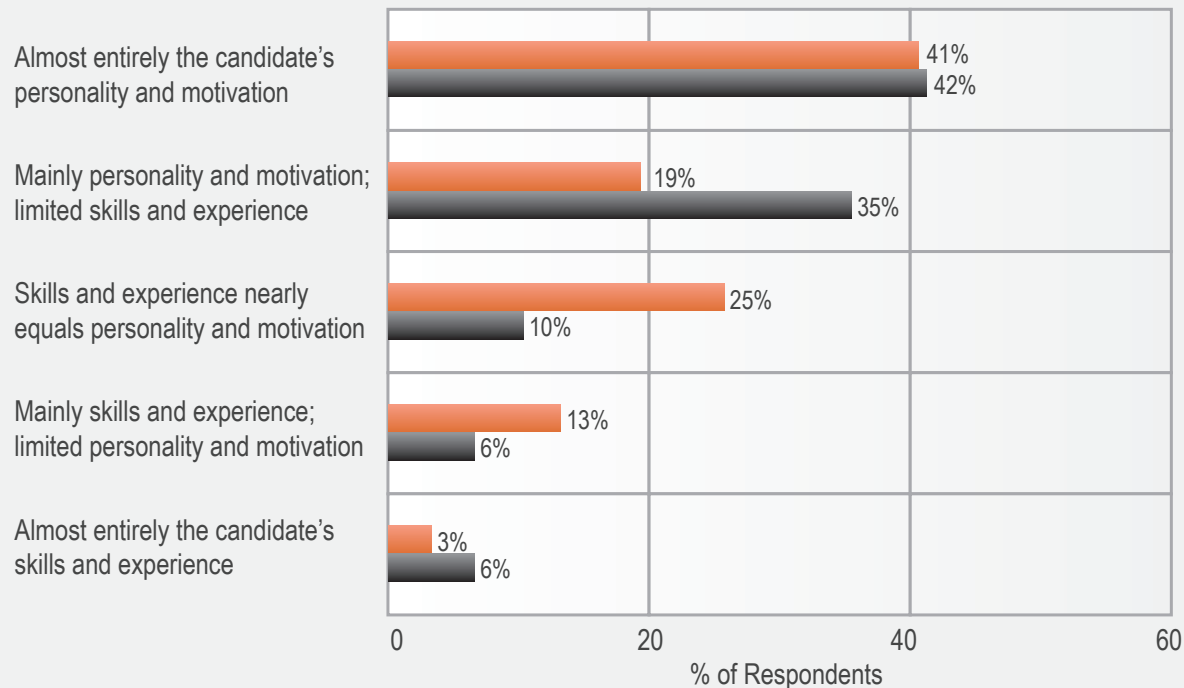


Know The Source of Your Hiring Mistakes?

The WPP Behavioral Assessment Can Help You Avoid the Next One

The Survey Says...

When queried, an overwhelming number of employers admitted that poor on-the-job performance had more to do with "fit" than skills and abilities.



Source: Talent Technology Survey (2008)

How Does WPP Help?

The Workstyle & Performance Profile (WPP) gives a preview of a person's natural "default" workstyle and provides accurate expectations for job performance. The assessment has been validated and used with thousands of working adults and can be applied to any position or job type.

The WPP Report Contains:

- ✓ Action-Oriented Feedback on how to leverage the candidate's natural workstyle
- ✓ Potential Areas for Coaching & Development
- ✓ Job Fit Considerations
- ✓ Management Tips
- ✓ Suggested Interview Questions



"We are delighted by the results of TalentClick's work in predicting on-the-job behavior."

PRINCIPAL, INDUSTRIAL MANUFACTURER



Initial Response & Safety
When Safety Matters

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free trial url. <http://content.talentclick.com/acton/media/4691/initial-response-safety-trywpp>

WPP

The Outcome of Integrating WPP Into Your Hiring Process

How Companies Have Reduced Hiring Risk with Behavioral Assessments

What Was Gained

After Using Behavioral Assessments Companies Have Achieved:

50% Reduction in Turnover
- Retail Employer

97% Improvement in Production
- Insurance Claims Examiners

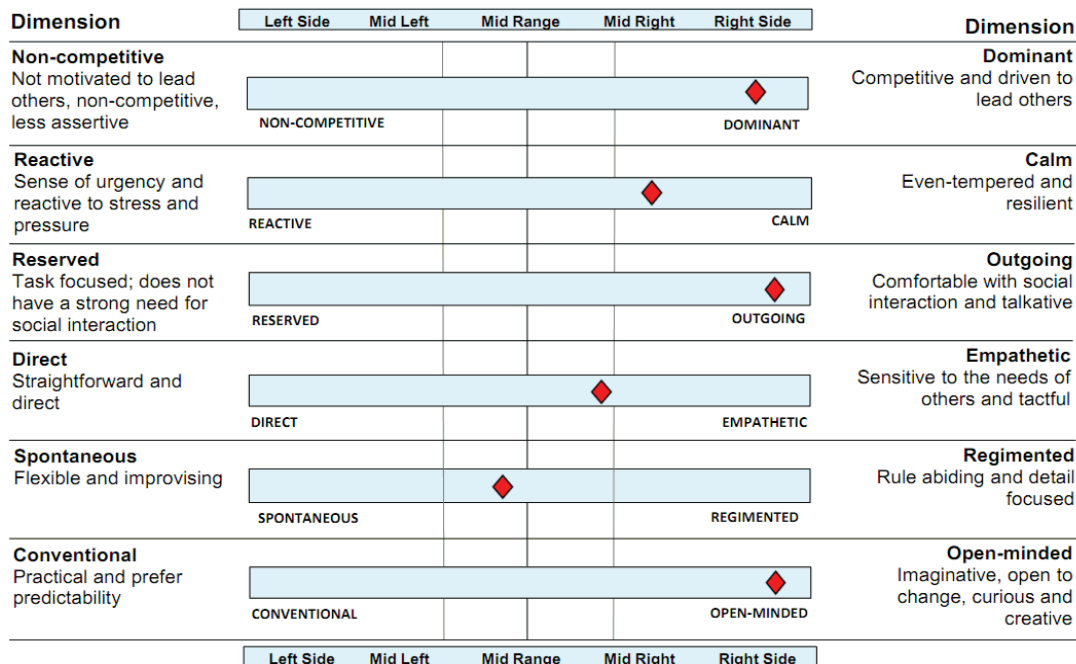
57% Decrease in Cost-per-Claim
- Healthcare Employer

\$308K Increase in Annual Sales/Rep
- Banking Employer

What Was Avoided

- ✓ Lost Productivity
- ✓ Recruiting
- ✓ Administrative Costs
- ✓ Hiring
- ✓ Training
- ✓ Interviewing
- ✓ Exit Costs
- ✓ Lost Expertise
- ✓ Temporary Workers
- ✓ Orientation
- ✓ Customer Dissatisfaction
- ✓ Reduced or Lost Business

Origin of the WPP The Workstyle & Performance Profile is based on the five factor model with the additional dimension of Leadership Orientation.



“Poor quality in our assessment and selection process had cost us in excess of \$500,000 over 2 years. Since we started to do things ‘the right way the first time,’ we avoided hiring mistakes and productivity of the teams has improved beyond our expectations.”

PRINCIPAL, LARGE REGIONAL UTILITY COMPANY



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