



Recruiting, screening, testing, vetting, background checking, and all other types of verification cannot tell us what a brief candidate assessment can do.

Exactly what is our assessment process? We pay attention to people. We train our staff to look for anything that would give us an indication as to a candidate's true nature. In the light industrial segment of our business, these indicators tell us as much about a person and how they will perform as their resume or skillset. Much like a doctor or police officer is trained to be aware of certain cues, we pay close attention to a candidate's overall demeanor during the entire time they are in our presence. From the moment they enter our parking lot to the way they look both ways as they leave, not just during the interview.

When a candidate comes to us, our internal radar is up and scanning behaviors, appearance, attitude, and the overall presentation of every candidate. This helps us identify behaviors which could affect their ability to perform on the job. It is highly effective in helping us pinpoint and reduce employment risks such as workers' compensation claims, no-shows, turnovers and many other issues that can affect production. We use every method we can to help us make a determination as to whether someone will be a good fit for a particular job.

We are aware our system is not exact and relies heavy on our staff's personal opinion which is why our staff is also trained to ask for a second opinion and to give second chances. We understand that people have good and bad days. Our job is to provide the best possible people we can for each of our clients, so that's where we focus.

Some of the questions we ask ourselves during the assessment:

- How does the candidate act getting out of the car and walking in our door. Do they park properly and are they courteous to others?
- Are they on-time and prepared? Did they bring all of their documentation with them?
- Do they remember which recruiter they spoke with? Which job opportunity they discussed?
- Are they paying attention when we speak? Do they look us in the eye when we talk?
- Do they treat every member of our staff with respect?
- Are their clothes and hair neat and tidy? Do they sit up straight?
- Are they talking on their cell phone or texting friends?
- Do they have reliable transportation?
- Did they fill out their application completely, neatly and in a timely manner?
- What type of work are they looking for and what have they done in the past?
- Do they have a certain schedule they must adhere to and do we have jobs that match?
- How far away from the Jobsite will they be? Could the distance pose a problem?
- Safety Assessment - Do they appear fit for duty? Many of our jobs involve physical tasks and are labor related. Employees must be able to perform this work without causing harm or injury to themselves or other employees.