

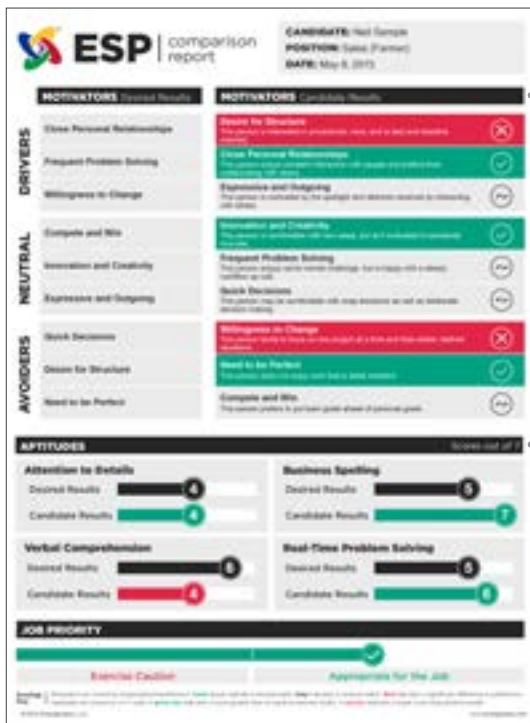
ASSESS

Define your job expectations and requirements through analysis consultation.

The assess portion of the Emergenetics Selection Program involves both an in-depth analysis of the ESP Assessment and the use of the results as a foundation for the Behavioral Interview.

ESP ASSESSMENT

The ESP Assessment provides customized feedback on all of your candidates. Using a simple, color-coded approach, the easy-to-read 1-page format helps you to quickly identify those candidates that best align with your position.



MOTIVATORS indicate attitudes, preferences, and motivations, highlighting how a candidate will work or act in a job setting. Alignment of motivators is crucial in determining best fit for the position as well as for company culture.

APTITUDES assess concrete skill-level in a number of areas. They determine that the candidate has the right skills for the position, but alignment with desired skill levels also ensures that a potential new hire will be neither too challenged nor too bored in the position.

JOB PRIORITY indicates the level of importance an applicant places on work, job goals, and work ethic. A person with high “Work Primacy” is willing to work overtime, work weekends, and make sacrifices for the job. Because these items are “transparent”, we expect applicants to score high.

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Any discrepancies between desired and actual results are clearly highlighted and enable you to weed out potential bad hires.

BEHAVIORAL INTERVIEW

Unique candidate results provide a foundation for the Behavioral Interview. While understanding a candidate’s past performance is relevant, asking pointed questions aimed at your desired results yields a more accurate indication of a candidate’s future performance. The clear identification of areas of good fit as well as those of discrepancy can serve as a guide for specific questions to ask to help you select the best candidate for the position.