

The Advantages

Psychometric Accuracy/Completion Time

FirstView uses the most advanced psychometric methodology, with sophisticated item construction within a proven construct of measurement. *FirstView* matches the accuracy of the finest 5th Generation instruments, yet requires only 15 minutes to complete. This is critical if you are using an assessment to screen large candidate groups for entry level positions that could include: retail sales persons, fast food workers, temporary staffing employees, and others.

FirstView Measures:

- **Rules**—consistency, ability to deal with change, need for structure, ability to follow rules and policies
- **Extroversion**—need to work with others, communication of enthusiasm, ability to talk or listen
- **Assertiveness**—decision making, selling and closing abilities, ability to handle confrontation, willingness to take direction from others
- **Teaming**—teamwork, collaboration with others, competitiveness
- **Sensitivity**—emotional stability, handling of criticism and feedback, dealing with stress
- **Organization**—planning, spontaneity, time management attitudes, ability to handle details
- **Social Desirability**—an internal validity scale to determine if the candidate is being frank with their answers
- **Cognitive Ability**—an overall aggregate measure of cognitive skills

FirstView Can Be Used Effectively With No Training And No Assistance.

FirstView is plug and play. Customers can use paper assessments and scoring software or use an access code for the web application. *FirstView's* output is direct knowledge. The candidate's behavior is described within the context of the job requirements and processes. The hiring manager has no need for expert interpretation. This is the key to obtaining buy-in across the organization and that is how assessment technology can reduce hiring costs and improve performance at the same time.

Behavioral Interview Questions Driven by Advanced Psychometric Measurements

FirstView provides state of the art behavioral interview questions automatically. *FirstView* questions are selected by advanced psychometric measurements and probe only those areas that target an individual's weaknesses in the prospective job.

Cost/Value Proposition

FirstView is licensed for annual unlimited use in organizations or divisions for \$10 per employee up to 1,000 employees. Based on average turnover statistics this projects to usage costs below \$10 per candidate. Larger organizations should request a quotation. The web deliverable assessment is \$15 per assessment with lower cost "personality only" or "cognitive only" options.

Predicts Behavior in 15 Key Work Function Categories

FirstView predicts the performance of the candidate in comparison to behavior that has been observed to be most effective in 15 job categories. You select the category that best matches the position you are hiring for.

Persuasive Sales

Management

Financial

Healthcare

Production

Telemarketing Sales

Customer Service

Information Technology

Food Service

Warehouse

Retail Sales

Administrative

Engineering

Hospitality

Driver