

Article

Cut Costs and Save Time with On-Demand Assessments

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2002 Canadian Community Health Survey

One of the biggest problems companies face today is high turnover rates. While some turnover can be positive, a high rate can cripple productivity and lower sales. Whether turnover is a result of transfer or job termination many companies are looking for a solution to help find the right employees for the right positions.

According to data from the 2002 Canadian Community Health Survey, 1.3 million Canadians are unhappy in their jobs; and unhappy employees leads to higher turnover. Margot Shields, an employee in the Health Statistics Division of Statistics Canada says “understanding what is behind these negative views would be helpful to both employees and their employers, given that many people spend a large share of their waking hours on the job.”

Many companies have now started to look into ways of finding an employee who behaviorally fits their job position. If done properly, taking more time to find the right candidate can cut costs and save the company a lot of time and energy in the long run.

Many companies have turned to online behavioral assessments, which are becoming a large part of the employment screening process.

One problem companies run into is during the interview managers believe they have found the right candidate, however once the employee settles into the job, they are nothing like how they seemed in the interview. This is because during interviews people sell themselves and do not portray how they will function in an everyday business setting. Using Thomas' on-demand assessments can help managers test their prospective employees before the interview and then question them on their real strengths and weaknesses. The assessment can tell what environment the employee will feel most comfortably in, the best way to manage them, what motivates them, how they react under pressure and how they will interact with existing team members.

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The on-demand feature can help companies by setting up shortlists, shortening interviews by focusing on critical issues identified by tests, cutting down the amount of time collating information as the basis for a good decision, reducing travel costs and avoiding legal challenges; the use of tests proves evidence that you've been objective and fair.

Thomas International offers a wide range of on-demand behavioral assessments; their Personal Profile Analysis (PPA) works based on Disc Theory. DISC is an acronym for Dominance, Influence, Steadiness (originally *Submission*), and Compliance. These four characteristics found in all people can determine behavior and how one will react with people carrying similar or opposite behavioral traits.

The origins of DISC theory dates back to the ancient Greeks, when Hippocrates conducted a study on human behavior. Modern DISC theory appeared in the 1920s when Harvard-trained psychologist William Marston began applying psychology to ordinary people outside of a clinical setting.

DISC-based assessments have been used for over 75 years and have evaluated the personalities of over 50 million people.

About Thomas International

Thomas International is a global leader in the provision of on-demand behavioral assessments and reporting used to recruit, develop and retain top talent. Thomas International's DISC-based behavioral assessments are delivered software-as-a-service (SaaS) and are designed to meet the unique requirements of small, mid-sized and enterprise level companies in every industry.

For over 25 years Thomas International has enabled its clients to more effectively manage their human capital and with a presence in 60 countries and availability in over 56 languages. Thomas International is one of only a few truly global on-demand human resources solution providers focused on behavioral assessment. More than a million Thomas International software-as-a-service (SaaS) delivered assessments are completed each year. www.thomasinternational.net