
Executive and Pre-Employment Assessment is a service designed to assist progressive organizations in collecting information on a candidate for employment or promotion. Many clients choose to use this service in tandem with Background Verification to provide a comprehensive picture of a candidate's background, aptitude, problem-solving ability, personality and work behavior.

Our approach to candidate assessment is based on several decades of behavioral science research. We have evaluated several hundred candidates of all levels over the past two decades, from customer service representatives to CEOs. Using our experience with research in personality theory, human dynamics and interpersonal relationships, we assist your organization in determining whether a particular individual's skills, abilities and interpersonal behavior are a "best fit" for the open position.

Our clients use the Executive and Pre-Employment Assessment service for the following purposes:

- Succession Planning
- Executive Team Building
- Evaluation of Recruiter-Referred Candidates

The Executive and Pre-Employment Assessment process begins with an analysis of your organization's needs and goals. With top management, we develop a strategy for the selection and evaluation of employment and promotion candidates. We develop a customized assessment program based on the

established needs.

The assessment instruments used measure a candidate's problem-solving ability, critical thinking skills, personality structure, management style and stress management strategy. With a variety of instruments available, we tailor the assessment to suit your hiring needs.

All assessments include a detailed report, in which the salient results are summarized and interpreted.

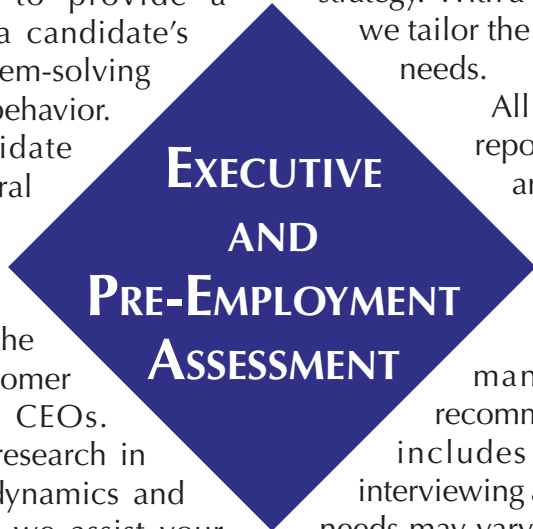
The candidate's strong points as well as potential problem areas are also discussed.

For executive and top management positions, we recommend a full-day evaluation. This includes several hours of in-depth interviewing and assessment. Although your needs may vary, it is prudent to evaluate your senior policy and strategy-making personnel for a number of behaviors that may be somewhat less relevant when evaluating a candidate for an entry-level position.

Our Executive and Pre-Employment Assessment clients have benefited from this process in a number of ways. Twenty years of experience in candidate evaluation have produced the following results:

- Significantly better quality of new hires
- Promotions of suitable individuals
- Decreased turnover
- Reduced exposure to negligent hiring, discrimination or other legal risks

Contact us to discuss the options available to your organization through our Executive and Pre-Employment Assessment service.



DAVIDSON CONSULTING

PROVIDING GLOBAL SYSTEMS TO IDENTIFY, TRAIN, DEVELOP AND RETAIN COMPETENT PEOPLE

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