

# CONSULTING

## Before You Hire

### Hiring and Selection Process

Innovative Leadership is a performance improvement company that provides solutions to today's business and employee challenges. The BYH is a pre-employment evaluation of an applicant's motivation, adaptability, service-orientation, and trustworthiness. It also explores the applicant's attitude toward workplace theft, drug use and work supervision. It's a short, easily administered opinion survey which is used in screening job applicants at levels up to mid-level management.



"The BYH has been part of our Hiring and Selection process for over three years and has met all of our expectations in terms of reducing the costs associated with our screening process, employee theft, and absenteeism while improving the quality of our staff." - *Stacey Renger - Senior Director of Human Resources, AllCare Medical*

The system is designed to be non-threatening and brief, but provides a systematic way of assessing characteristics of applicants so that potential employers might have additional information with which to make informed hiring decisions. The survey results are also used to generate information that is used to guide the interviewer through the interview process. This interview process is designed to clarify the relevance of past problematic behaviors and alert employers of applicants who may be prone to unacceptable employee behavior.

### Features

The BYH is designed to alert employers of applicants who may be prone to unacceptable behavior. This instrument focuses on work behaviors and should not be a procedure for measuring honesty. Past behavior is a good predictor of future behavior which is believed by many to be the best predictor of future behavior. The BYH may be used for any work setting. It appears to be best suited for situations in which there is significant concern over the possibility of employee theft, workplace drug use, tardiness, absenteeism, and poor work habits.

- ▲ Used effectively to compliment the hiring and selection process for over 15 years
- ▲ Provides a quick and inexpensive method to compliment the screening phase
- ▲ Reliability and validity of the instrument extensively documented and supported
- ▲ Administration of the assessment can be completed in less than fifteen minutes

### Benefits:

- ▲ Demonstrable improvement in productivity
- ▲ Provides cost savings and increased profitability in your hiring and selection process
- ▲ Helps reduce turnover and replacement costs
- ▲ Reduces the incidence of employee theft and resulting losses
- ▲ Provides uniformity and objectivity to the information used by management in the decision-making process for hiring



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Time spent on HIRING is time well spent.

- *Robert Half American Businessman, Founder of Robert Half & Associates*