

CONSULTING

The Achiever™

People Development Process

Innovative Leadership is a performance improvement company that provides solutions to today's business and employee challenges. The Achiever™ has been successfully implemented in thousands of organizations throughout the United States and Canada over the last 30 years. The Achiever™ combines cognitive and personality scales in a normative instrument for the most accurate approach to providing a well-rounded picture of a candidate for hire or an employee for development.



“The Assessment Process designed by Innovative Leadership for our company has reduced turnover by over 30% compared to the previous year while significantly improving our hiring and selection process to allow us to hire “right”.

- Emily Bruely, *Vice President of Human Resources*
Ocean City Home Bank

Features

The Achiever™ is an effective instrument that allows companies and individuals to maximize the fit between employment demands and the abilities, aptitudes, and personality of employees or potential employees. When this fit is optimized, there will be greater comfort and productivity on the part of the employees. Employee inefficiency and turnover will be minimized and organizational productivity will be maximized.

- ▲ Provides information that may make it easier for you to determine if the candidate will fit your unique or specific culture
- ▲ Used by over one million people with consistent reliability and validity
- ▲ 100% ability to customize the report to meet the needs of your job role.
- ▲ Online application makes it easy to administer



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Psychologists have long recognized that people have a range of personal attributes and that each of us differ from others on each of these attributes. Perhaps foremost on this list of attributes is the mental ability or the ability to learn new information. Each job has a level of intellectual demand necessary for optimal performance. However, as we all know, mental capability, while most important, is not the only significant predictor of job success and happiness. There are a number of other personality traits that are just as important in this regard.

Benefits of Using The Achiever™

- ▲ Reduces the cost associated with hiring, selection and retention
- ▲ Compliments a succession plan for future people development
- ▲ Helps match the potential of a candidate to job demand
- ▲ Provides additional questions for the interviewer in the hiring and selection process
- ▲ Simple, easy to review process
- ▲ Reduces the time needed for hiring and selection

“I am convinced that nothing we do is more important than hiring and developing people. At the end of the day you bet on people, not on strategies.”

- Gore Vidal