



ASAPTM (Assessment Selection Assistance Profiling)

The Premiere Pre-Hire Assessment Package

QuickSheet

"A good fit is worth a million bucks!"

If your experiences are anything like ours, we know that the selection of a "good fit" up-front is worth its weight in gold; it saves dollars and headaches in the long run. With over 35 years of experience, we have repeatedly seen that selecting the right people is foundational to the success of a winning team and hiring the right person can make a big difference in productivity and profit.

ASAPTM is one of our most popular pre-hire assessment packages. It's fast, easy, and provides tremendous pre-hire insight!

ASAPTM is:

- A true diagnostic tool.
- A multidimensional assessment.
- Tailored to the position, your team, company and culture.

The Whole Story... In Advance!

Companies are proving that it takes more than the traditional interview to really find a "good fit." They're also finding it takes more than a quick personality quiz to really understand what a candidate is like and how they will play with the rest of the team. At Bartell, we use a battery of instruments to provide a multidimensional assessment of a candidate, and we measure across all the instruments to determine the individual's proclivity to behave in the role, align with your team, and perform in your culture. This is what makes ASAPTM so comprehensive, real, and accurate.

Eliminate Hiring Surprises.

Most of our clients use ASAPTM just before the final interview after narrowing the candidate pool down to finalists. ASAPTM gives you the interviewing edge by allowing you "to get to know" your candidates at a level which our clients tell us is equivalent to 10 years of professional acquaintance. This kind of advanced information will go a long way toward cutting through the fog and ensuring a predictable selection success.

We'd like to help you with your next hire...

1. Call or e-mail us with the candidate's name and address.
2. They'll complete the ASAPTM Package.
3. Bartell prepares their Personal Assessment Portfolio.
4. We walk through the results with you, giving a 3-D view of the person and how they will fit, if you bring them on board.
5. You can relax and enjoy making a fully-informed hiring decision.

Bartell & Bartell LTD

Live The Thrill of High Performance LeadershipTM

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Comprehensive. Deep. To Point.

We suggest an ASAPTM packet for entry-level to middle management positions and an ASAPTM Enhanced packet for senior level positions. The assessment instruments measure more than 50 dimensions (with ASAPTM) and 100 dimensions (with ASAPTM Enhanced), including:

- Temperament
- Personality
- Leadership Effectiveness
- Vector/Valence (ability to align and influence)
- Communication Style
- Decision Making
- Conflict Management
- Delegation and Coaching Skills
- Information Processing
- Self Motivators
- Stress
- Probing Ability

Your Questions Answered.

We spend time interpreting results for you, one-on-one, through a telephone debrief:

- How will the individual relate to superiors, peers, subordinates, and others already on the team?
- What is the candidate's management style and how will it match your company's culture?
- What are the candidate's dominant strengths and weaknesses?
- Can the candidate develop, adjust, influence, and lead?
- Do they have any potential baggage that could damage their success?
- Can they manage conflict, be self-directed, and get results?
- Are there any unique characteristics that should be further explored through interview questions, background checks, etc.?

This makes the process interactive, and extremely rich in accuracy and relevancy.