

# Tests & Assessments

Conducting skills and work behavior assessments help employers make better hiring decisions, reduce turnover and avoid bad hires. Behavior assessments also help managers understand how best to work with a new employee. NewHire offers a variety of tests and assessments to ensure that your candidate(s) is the right person for the job.

We offer two types of candidate assessments; **Skills & Software Testing** and **Work Behaviors & Attitudes Testing**. Volume discounts are available on both types of assessments.



## Skills & Software Testing

Every job requires certain skills. We offer a variety of tests to discover if your candidate has the right skills. We offer:

### Cognitive Ability Assessment

This is widely used cognitive assessment is best known for its use in the NFL Football draft! It measures an applicant's ability to learn, adapt, solve problems and understand instructions. We recommend this test as a standard assessment in the pre-employment process.

**Price: \$35 per person**

### Microsoft Office Suite Testing

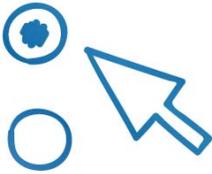
For jobs that rely heavily on using Microsoft Office software programs, we offer testing on the most commonly used office tools; Microsoft Word, Microsoft Excel, Microsoft Outlook, and Microsoft PowerPoint in versions 2003, 2007, 2010, and 2013.

**Price: \$35 per test**

### Typing Test

For jobs that require strong typing skills, we recommend conducting typing skills test which measures words per minute, number of errors and accuracy.

**Price: \$30 per person**



## Work Behaviors & Attitudes Testing

Skills are not the only factor in determining a candidate's potential success. Knowing which work behaviors promote on-the-job success helps employers evaluate candidate(s). It also helps employers identify who is the "right fit" for the job and company. We offer:

### Benchmarking

Benchmarking uncovers what work behaviors, motivators, and personality traits are needed for the candidate to be successful in the job, work well with your team, and be a great fit in your company.

Using a two-stage process, benchmarking enables you to assess the qualities that the job requires and compare it to the qualities that candidates possess in order to find the best fit.

#### For the Employer:



#### Job Benchmarking

If the job could talk, it would clearly define the skills, behaviors, and motivators required for superior performance. By combining input from the people who have a direct connection to the job, we are able to benchmark the qualities a candidate would need to be successful in that position.

**Price: \$300, plus \$100 per respondent**

*Includes follow-up phone appointment to review and discuss results. (Onsite workshops and consulting are available for employer job benchmarking assessments for an additional fee.)*

**For the Candidate:**

**Candidate Benchmarking**



We send a talent assessment to the candidates you've chosen to see how they measure up to the benchmark profile you and your team created. By plotting the candidate's qualities on the same scale as the job benchmark, you're able to clearly see which candidates stand out as the best fit for the job.

**Price: \$100 per person**

**Coaching Reports**

Coaching Reports pull together two popular work place behavior assessments to form a clear picture of behaviors and motivations. Using the coaching reports, you can learn how to effectively utilize, communicate with, reward, and train your new employee to produce the maximum benefit to your team. The Coaching Reports includes both the DISC and PIAV.



**DISC Assessment**

This assessment creates a profile of the respondent along 4 areas:

- Drive
- Influence
- Steadiness
- Compliance.

Use this profile for insight into behavioral strengths and weaknesses, value to the organization, and best communication styles to use.

**PIAV Testing**

This assessment creates a profile that highlights a candidate's unique set of interests, attitudes, and values. Use this profile for insight into the source of a candidate's motivation to become involved in or to avoid certain activities.

**Price:** \$155/candidate; \$120/candidate if done along with Benchmarking.



**Order now!**

To order any of our assessments, [fill out this form](#) or call us at (877) 923-0054!