



Leadership Management International, Inc. The Achiever™ Assessments

What is The Achiever™ assessment?

The Achiever™ assessment is a cognitive ability and behavioral assessments used for hiring and employee performance development purposes. While it is not the same as an IQ test, it does measure a candidate's overall abilities in math, vocabulary, and reasoning. Unlike popular intelligence tests or pure personality assessments, The Achiever™ assessments patented multi-factor approach measures both personality dimensions and mental aptitudes in a single instrument. This results in a depth of accuracy and reliability that other employment assessments cannot attain. The Achiever™ assessment stands alone with a comprehensive approach to employment assessment that is quick, accurate, and straightforward.

Leadership Management International, Inc. (LMI) has collaboratively partnered with Candidate Resources, Inc. (CRI) to offer the full family of Achiever™ assessments. Our hiring assessments are customized to each job so we guarantee the accuracy of our results and our tailored approach has made LMI a trusted partner for Human Resource professionals across a wide range of industries.



What is measured?

The Achiever™ family of assessments feature a patented approach which evaluates mental aptitude, personality traits, and validity scales in one instrument. Standard intelligence or personality assessments are not adequate predictors of successful job performance. The Achiever™ assessments demonstrate how these characteristics relate, offering a more complete understanding of your candidates.

Multi-Factor Assessment

- 6 Mental Aptitudes
- 10 Personality Dimensions
- 2 Validity Scales

Below is a detailed breakdown of each factor and examples from assessment feedback.

6 Mental Aptitudes

1. *Mental Acuity* – learning comprehension, judgment, reasoning and problem solving ability
2. *Memory Recall* – knowledge of current events as they relate to the job
3. *Business Terms* – knowledge of basic business terms
4. *Vocabulary* – general English vocabulary skills
5. *Numerical Perception* – ability to handle numerically related tasks quickly and accurately
6. *Mechanical Interest* – measures interest in the mechanical arena
Basic Math – ability to perform simple math functions as may be required on the job (*not available on all assessments*)

Business Terms



You have an above-average understanding of business terminology, indicating you have had some exposure to business matters either on the job or in a business class.

10 Personality Dimensions

1. *Energy* – energy, drive, tension, and stress level
2. *Flexibility* – integrity, reliability, dependability, work ethic
3. *Organization* – personal orientation to plan and utilize time wisely
4. *Communication* – innate ability to meet and interact with people
5. *Emotional Development* – ego, self-esteem, self-confidence, and ability to handle pressure
6. *Assertiveness* – strength and determination to get one's way
7. *Competitiveness* – team orientation versus individualistic competitiveness
8. *Mental Toughness* – psychological stamina to deal with life and job problems
9. *Questioning/Probing* – instinct to question and probe rather than accepting things at face value
10. *Motivation* – security-motivated or recognition, incentive, and commission oriented

Question/Probing

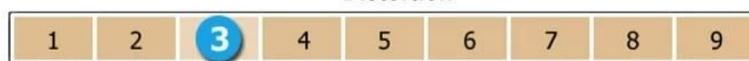


You do not place a lot of trust in others and will probe into matters in order to better understand instructions, directives or information. You are cautious and analytical, which makes you a good trouble shooter when resolving problems. Underlying cynicism, however, could endanger good collaborative efforts.

2 Validity Scales

1. *Distortion* – frankness of the respondent as related to the statistical validity of the personality dimensions
2. *Equivocation* – consistent decision-making of the respondent as it relates to the accuracy of the personality dimensions measured

Distortion



You are a secure person who is not afraid to admit your weaknesses. You are also good at assessing your strengths. You tend to be open and frank.

Why use pre-hire assessments?

A recent study by McKinsey & Company revealed that “A” performers tend to be 50-100% more productive than “C” performers. Clearly, identifying the “A” performers can enhance an organization’s performance. So, how does an employer identify the “A” performers? And once identified, how does an employer retain them?

Assessing applicants and employees can clear the air by providing the following benefits:

- ✓ Reveals an individual’s true talents
- ✓ Clear basis for comparison with other candidates
- ✓ Comparison of abilities with those required by the job
- ✓ Questions to ask in an interview
- ✓ Introduces objectivity into the selection process
- ✓ Evidence of due diligence in the event of litigation
- ✓ Ability to benchmark successful performers
- ✓ Basis for developing specific training and development programs
- ✓ Insight for managers to know how to best manage subordinates



An effective employment assessment must compare current applicants to successful employees in the same position. LMI helps employers establish benchmarks which can be used as a baseline for evaluating candidates. Research shows a relationship between occupation, income level, and general intelligence, but success or failure at a job are not determined by intelligence alone. The same is true for personality or any other single variable. The

Achiever’s™ proprietary approach considers all of these measures for a more accurate understanding of your job applicants. Clear and unbiased data is critical for workforce decisions. The Achiever™ assessment’s results are laid out on a stanine bell curve and compared with successful employees in the target role, establishing baselines for future employee selection, training, and development.

How are the assessments completed?

Candidates are provided instructions to complete the assessment online. Assessments are broken into sections with indications about how long each one will take to complete. Candidates are informed beforehand if a section is timed and a clock in the corner keeps track of remaining minutes. Information is provided on the background of the assessment and interpretive guidance for the aptitudes and behaviors measured. Results are available in less than 24 hours.

What do the assessments include?

- ✓ Candidate scores and details
- ✓ Areas of concern
- ✓ Benchmark range for ideal candidate performance
- ✓ Assessment and summary of the candidate's leadership traits
- ✓ Suggested interview questions to probe the candidate with follow-ups and response interpretations
- ✓ Development suggestions for the candidate and steps to effect positive change
- ✓ Candidate Management Summary with full profile and recommendations

What is a Management Summary?

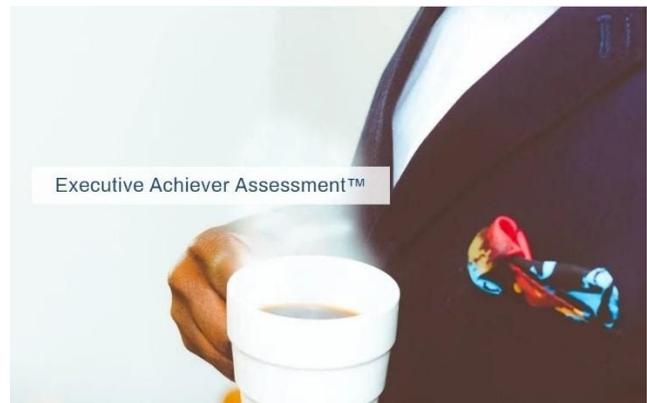
Clients receive a Management Summary on each candidate with a complete opinion on their scores. This summary contains an overall recommendation as to the candidate's fit for the role alongside the specific strengths and weaknesses identified by the assessment. In addition, The Achiever™ report discusses each of the 6 mental aptitudes and 10 behavioral traits measured and how the candidate's scores relate to job performance. Included in the report are behaviorally based interview questions which are designed to supplement the secondary interview with the candidate.

How are the results shared?

A certified LMI Administrator and/or Coach will assist client companies throughout the entire process. After the assessment is complete, system generated reports presenting the results in numeric and graphic formats are prepared. The LMI associate will review the results of the Management Summary and report, address questions that may arise, and assist in identifying appropriate next steps.

The Executive Achiever™

C-Suite and Executives: Investing in an assessment that includes intellectual measurements may be the single most important factor when hiring for management and leadership. Leadership competencies can be direct predictors of long-term success of the job. These issues are very difficult to ascertain through standard means. By using the Executive Achiever™ for your most important hiring decisions, you will reduce the risk of making the wrong selection, decrease the time involved in interviewing and screening your candidates, and ensure the compatibility of your management team.



The Executive Achiever™ combines a battery of assessments that encompass aptitudes and behaviors essential in senior management based on your organization's objectives and people who are successful in executive level positions in the other organizations.

The Executive Achiever™ takes about 60 minutes to complete and includes the following customized report features:

- **Narrative segment** – explains each aptitude and personality dimension being assessed for the role and how the individual scored in each
- **Pictorial analysis** – compares the individual’s scores to the desirable benchmarks established for similar leadership positions
- **Leadership Knowledge Score Sheet** – identifies strengths and areas of opportunity as it relates to an individual’s knowledge in 7 key areas of leadership
- **Management Competencies Score Sheet** – identifies an individual’s competency level in 7 key areas of management
- **Customized Interview Questions** – provides questions that can be used in follow-up interview situations to further validate fit
- **Personal Development Suggestions** – provides suggestions based on aptitudes and behaviors required to successfully perform a leadership role

Results are available in less than 24 hours.

The Achiever™

Managers, Supervisors, and Administrators: The Achiever™ is designed for professional, managerial, and administrative roles. The Achiever™ is the only workplace assessment on the market to comprehensively evaluate an applicant’s suitability with a multi-factor approach.

The Achiever™ takes less than an hour to complete and includes customized report features:

- **Narrative segment** – explains each aptitude and personality dimension being assessed for the role and how the individual scored in each
- **Pictorial analysis** – compares the individual’s scores to the desirable benchmarks established for similar positions
- **Leadership Knowledge Score Sheet** – identifies strengths and areas of opportunity as it relates to an individual’s knowledge in 7 key areas of leadership
- **Customized Interview Questions** – provides questions that can be used in follow-up interview situations to further validate fit
- **Personal Development Suggestions** – provides suggestions based on aptitudes and behaviors required to successfully perform a leadership role

Results are available in less than 24 hours.



The Sales Achiever™

Sales Professionals: While similar to The Achiever™, the Sales Achiever™ has been specifically customized to encompass aptitudes and behaviors essential in sales based on your organization's sales objectives and as exhibited by top performing sales representatives across multiple industries.

The Sales Achiever™ takes about 50-60 minutes to complete and includes the following customized report features:

- **Narrative segment** – explains each aptitude and personality dimension being assessed for the role and how the individual scored in each
- **Pictorial analysis** – compares the individual's scores to the desirable benchmarks established for similar sales roles
- **Sales analysis** – identifies strengths and areas of opportunity based on 11 key aspects of selling
- **Customized Interview Questions** – provides questions that can be used in follow-up interview situations to further validate fit
- **Personal Development Suggestions** – provides suggestions based on aptitudes and behaviors required to successfully perform the role

Results are available in less than 24 hours.



The Guardian™

Technicians and Technological Positions: The Guardian™ is for skilled, technical type roles where it is important that the individual hired for the job has the aptitudes, behavioral traits, low risk factor, and math skills required for the successful performance of the job.

The Guardian™ takes about 60 minutes to complete and includes the following customized report features:

- **Narrative segment** – explains each aptitude and personality dimension being assessed for the role and how the individual scored in each
- **Pictorial analysis** – compares the individual's scores to the desirable benchmarks established for similar technical oriented roles
- **Customized Interview Questions** – provides questions that can be used in follow-up interview situations to further validate fit



In addition to the above, The Guardian™ also measures an individual's risk factor based on a series of direct admission questions. Results are available in less than 24 hours.

The Performer™

Production, Distribution, and Customer Service: The Performer™ is the ideal instrument for assessing candidates in production, distribution or customer service oriented roles. This assessment includes the measurement of 12 key aptitudes and behaviors critical for success as identified by top performers across hundreds of different organizations.



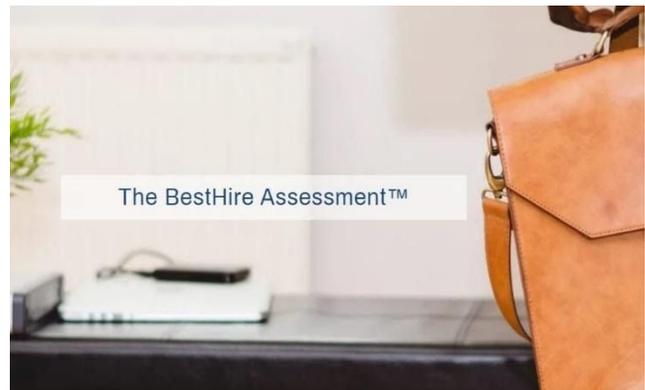
The Performer™ takes about 30 minutes to complete and includes the following customized report features:

- **Narrative segment** – explains each aptitude and personality dimension being assessed for the role and how the individual scored in each
- **Pictorial analysis** – compares the individual's scores to the desirable benchmarks established for similar roles

In addition to the above, The Performer™ also measures an individual's risk factor based on a series of direct admission questions. Results are available in less than 24 hours.

The BestHire™

Frontline Personnel in Retail: Customers are the focus of your organization. Any employee that interacts with one of your customers has the ability to shape that customer's perception of your organization either positively or negatively. The BestHire™ assessment offers employers a solution for ensuring that entry-level employees who interact with customers, even on a limited basis, possess the personality traits necessary to make the best possible impression on customers. The BestHire™ assesses applicants and employees to determine whether they are dependable workers and whether they will be a good fit for positions involving customer contact.



The BestHire™ takes about 15 minutes to complete and provides concise, easy to understand results in the form of A (Recommended), B (Acceptable), or C (Questionable) ratings for two key areas:

- **Dependability** – evaluating trustworthiness, reliability, and dependability
- **Basic Job Fit** – evaluating an individual's ability to interact with others, their customer service orientation and overall team spirit

Results are available in less than 24 hours.

Don't let a lawsuit over hiring practices, workplace discrimination or slumping team morale be the wake-up call you need to improve hiring practices. Prioritize your human capital today.

Benchmark Your Best!



Hiring assessments benchmark your top performers as a point of comparison to improve employee performance and guide future hires. Benchmark data provides a graphical depiction of an individual's profile compared to top-performers in similar roles. Our benchmark database includes feedback from over 4 million assessments.

Pre-employment assessments also include personal development suggestions which offers guidance for ongoing success in a given role. These action-oriented insights enable Human

Resource professionals to implement employee performance development programs for more effective team management.

Our job-specific assessments are an invaluable tool for assessing existing employees for promotion, performance reviews, and personal productivity plans. The results provide key insights and establish opportunities for measured improvement along with determining the value of your employee performance development plan, identifying and understanding your ideal employee, evaluating training needs for your employees, and developing strategies to retain great employees.

Contact your local LMI representative if you would like to learn more about our Achiever™ family of assessments or would appreciate a complimentary Achiever™ assessment to experience the real value.