No matter how well a candidate's interview goes it doesn't determine if the individual is the right fit for the job or the company. Skills testing can give an HR director or employer insight to essential knowledge and technical skills required for the position, but more and more employers are relying on behavioral and personality testing to narrow the applicant field and ensure that the candidate in mind has the "soft skills" or emotional attributes needed to be successful in the position and help advance the company.

Accurate Placement tests each candidate in cognitive and behavioral areas to determine suitability before submitting candidates for placement. Results have been dramatic and our clients have been reaping the benefits. The ROI reaped from this screening process saves HR time in the recruitment process by eliminating candidates who do not meet important criteria that is beyond the typical skill-based testing.

Benefits of Behavioral Testing
- Develops a more complete picture of the candidate using a combination of skills, cognitive and behavioral testing
- Assesses behavioral tendencies for improved job and organizational fit
- More accurately predicts job aptitude using realistic simulations of typical job scenarios
- Tests can be customized for jobs in a wide variety of industries
- Complies with EEOC and federal testing guidelines
- Tests are customized to fit the position and company's needs.

Areas most commonly administered by Accurate Placement are:
- **Aggression**: This assessment can identify where a person is on a scale from being too passive and accommodating to being aggressive, or easily angered.
- **Leadership:** Assesses a person's ability to lead, establish direction and assume primary responsibility for establishing the overall directives and objectives.
- **Attendance:** Attendance measures the degree to which an individual is likely to be dependable, stable, and willing to take responsibility for his or her actions. The results reflect the individual's likeliness to avoid work-related attendance problems.
- **Cooperation:** Cooperation measures the degree to which the individual is likely to be a team player and cooperate in all aspects of his or her work relationships, including working in harmony with others to achieve a common goal.
- **Dependability:** Dependability measures the degree to which an individual is likely to be reliable, hardworking, and conscientious about the quality of his or her work.
- **Problem Solving:** Problem Solving measures the degree to which an individual enjoys working on mentally challenging tasks and uses creative thinking when engaged in problem-solving activities
- **Rules Adherence:** Rules Adherence measures the degree to which the individual is likely to follow company policies and adhere to rules and procedures established by management.
- **Stress Tolerance:** Stress Tolerance measures the degree to which an individual is likely to demonstrate patience and manage stress during times of conflict with customers and co-workers and in other stressful work-related situations
- **Analysis:** Analysis Skills measures the degree to which this individual can quickly and accurately answer questions by referencing information presented in the form of a table.
- **Detail Orientation:** Detail Orientation measures the degree to which an individual can quickly and accurately compare two strings of letters and/or numbers much like tasks that involve verifying information.
- **Reasoning:** Reasoning Skills measures the degree to which this individual has the ability to learn quickly, solve problems, and understand basic mathematical concepts.
- **Sales Skills:** Identifies socially aggressive traits in a person, such as a confident attitude, the ability to influence others and accept rejection without anger or a sense of defeat.
- **Customer Service:** Can reveal whether a person, extroverted or introverted, exhibits a sincere interest in others and willingness to meet the needs of customers.

How Testing Is Done
Tests are administered through a software program in our office or sent to the person at their home. We will meet with the client prior to any testing to determine which tests best suit the client's needs.