

Preferred People Profile Deliverables

Courses to strengthen factor deficiencies
Deficiencies development plans
Discussion of job-specific evaluation
Organization characteristic definitions
Profile usage suggestions
Readings to straighten deficiencies
Selected employee focus group input
Selected executive interviews
Summary oral executive summary
Unit head focus group input

Factor terms such as:

Decisive
Demeanor
Empathetic
Enthusiastic
Flexibility
Knowledgeable
Positive attitude
Presentation skills
Problem solver
Quick study
Relationship builder
Reseller
Responsive
Team player

Additional and expanded
HR services are tailored
for specific client needs

PHRST
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Preferred People Profile



PHRST offers *a la carte* human
resource management through select
Professional Human Resource
Service Teams

Preferred People Profile

What Is Needed

Making the “right fit” in selecting the most qualified employee can materially contribute to your bottom line for many years to come. Merely sourcing, screening and selecting employees is not enough to maximize retention, contribution and motivation in organizations today.

State-of-the-Art

Our analysts work with you to specifically define factors indicating your organization’s “work culture”, interpersonal relationships, management style, outside interaction, goals and other key indicators of job, contribution and longevity success. PHRST’s professional profiling process identifies specific characteristics to maximize “fit” and success in your organization. The profile may be supplemented with individual job-specific professional evaluations to maximize job and organization fit.



Knowledge, Skill & Ability

PHRST’s potential profile team is staffed by human resource specialists and led by certified senior professionals in HR management. We combine a thorough understanding of practices, benchmarks and professional standards with technical expertise to deliver material value by characterizing factors for success in working with your organization.

When, Where & For How Much

Project completion requires approximately five workdays. Depending on client need, our professionals work at client locations, designated sites or PHRST offices. The basic service fee is \$2,400, comprising a \$1,400 initiation fee and a \$1,000 final charge. Expenses are documented and billed at-cost to clients. At an additional preferred client fee, guidance and service are available around the clock in person, via phone/video conference, by fax and via Internet.

About PHRST

Strategic Human Resource Management

PHRST stands for **P**rofessional **H**uman **R**esource **S**ervice **T**eams. Our service model enables us to provide you with HR experts in all 7 areas of HR:

- Employment Practices
- Management Practices
- Health, Safety & Security
- Compensation & Benefits
- Employee & Labor Relations
- Human Resource Development
- Staffing/Recruitment Practices

PHRST works with clients on an a la carte basis across industries, around the world, for profit or not and regardless of organization size. We service public, private, and government entities, and we are effective at all organization levels. Our approach is client-centered, worksite interaction, where we provide user-friendly, practical approaches intended for prompt and effective implementation. We work 24/7 to meet client needs. Our value and success are built upon best practice insight, sound experience, education and hands-on know-how. Organizations count on **PHRST** for knowledge, skill, ability, ethics and integrity.