

Employment/Career Tests Deliverables

Administration considerations

- Evaluator available to interpret/apply results
- High return on investment
- Hiring authority has only to review results
- Locally completed by respondent
- Multiple language administration available
- Professionally developed instrument
- Trained, certified professional evaluator
- Valid, reliable & legal compliance
- Various modes to administer instrument
- Workday turnaround in approximately four hours
- Written & graphic results presentation
- Technical considerations

Areas considered

- Career activity interests
- Interpersonal interaction styles
- Preferred organizational role and work-setting
- Patterns for coping with stressful conditions
- Problem-solving resources

Graphic presentation

- Personal career lifestyle effectiveness
 - Broad patterns
 - Career activity & career field interest scores
 - Career interest scores
 - Global factor patterns
 - Leadership/subordinate role patterns
 - Occupational interest scores
 - Primary factor profile
 - Response style indices

Additional and expanded
HR services are tailored
for specific client needs

PHRST
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Employment and Career Testing



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

est. 1984

Employment and Career Testing

What Is Needed

With today's business tempo and technologically advanced communications tools, job seekers can "mystify" their potential for job fit and value to a new employer. Hiring authorities need an accurate, proven and valid tool to eliminate the "butterflies" in the stomach when selecting between job candidates.

State-of-the-Art

Savvy hiring authorities know not to make final hiring decisions without at least 5 inputs, e.g. interview results, references, background check, application information, work sample, etc. Even with such, selecting between equally qualified candidates can leave the authority with hire selection jitters. PHRST quickly, easily, inexpensively and professionally resolves the jitters with highly effective pre-employment and career testing. We use professionally developed and licensed tools which lead in the field of valid, reliable and legal testing.



Knowledge, Skill & Ability

PHRST's employee testing team is staffed by human resource practitioners, with hands-on evaluation savvy, led by certified senior professionals in HR management. Firm principals are licensed test administrators with degrees in counseling psychology. We combine a thorough understanding of practices, regulations and professional standards with technical expertise to deliver the finished tools, as well as the guidance to complete an effective evaluation program.

When, Where & For How Much

Respondent test completion requires approximately 60 minutes. Typically, PHRST responds via Internet with detailed reports to the hiring authority within approximately 2 hours. Other arrangements are available. Fee is \$60 per evaluation. At an additional preferred client fee, continuing evaluation 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.