

# Pre-Employment Assessments

Do you use an assessment that accurately measures a candidate's emotional intelligence skills? AIM Business Solutions blends behavioural science and technology to reduce unwanted employee turnover, improve employee performance, and recruit better candidates. The system goes beyond measuring personality traits and objectively measures your candidate's **emotional intelligence**.

Emotional Intelligence has a direct correlation to sales, management, leadership and customer service performance as well as to lost time injuries, theft and shrinkage issues.

*Research proves that over 70% of the abilities deemed essential for effective performance are emotional competencies, not personality*

## Why use AIM Profiles?

- Our profiles are based on the science of Formal Axiology, the ground-breaking work of **Nobel Prize Nominee Dr. Robert Hartman**
  - Access to more than 500 success hiring benchmarks in more than 25 industries
  - **Customised** to your company with the establishment of success **benchmarks** matched to your top performers
- ✓ *Predictor of success for executive, management, sales, service, administrative, hourly employees*
  - ✓ *20 minute online assessment*
  - ✓ *Assessment report generated immediately*
  - ✓ *Includes behavioural interview questions*
  - ✓ *Pay-as-you-go or annual unlimited-use licenses*
  - ✓ *Users of the profile include Amazon.com, NutriSystem, Hilton, McAfee, Hanger Orthopedic, Maxim Health Care, Group 1 Automotive and Dal-Tile*

## Emotional Intelligence Skills We Measure

### Intuition & Empathy

- Relationship Building
- Interpersonal Skills

### Self View

- Courage
- Resilience

### Adherence & Organization

- Planning
- Attention to rules

### Self Expectations

- Goal Orientation
- Work Ethic

### Results Orientation & Decisiveness

- Energy
- Focus on results

### Self Awareness

- Initiative
- Self confidence

"Since we began using the profiles, our retention has jumped from 10% to 77%. And not only do the employees stay longer, but they are more productive, catch on more quickly, and require less training time."

Regina Roat HR Director, Group One Automotive (A fortune 500 Company)

Contact us today for a

**Free assessment**

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