



# Hiring Assessments

## Take a deep dive with us and get the complete picture.

STM's database contains information on over 15,000 people from every level of employment over many different industries. All that data and our experience applying that information to solve people challenges is available to you, and it all begins with an individual assessment.

### Provide Detailed Insight

STM's assessments are precise and predictive of how people will perform in your culture, in a particular role, and how they will interact with others. We have many targeted assessments such as Leadership, Project Management, Sales, and Customer Service which can be mixed and matched to zero in on a specific role.

### Beyond Behavior and Personality

STM's assessments begin where most assessments end. We evaluate factors of behavior and personality to understand how one communicates and how they might engage with a team, but this is just the tip of the iceberg. Behavior and personality don't predict job success or answer questions about cultural "fit". For this reason, we look below the surface and measure additional factors including motivators, values, attitudes, competencies, energy, and drive that accurately predict job performance.

### Drive Hiring and Promotion Selection

Assessments of candidates for hire or promotion ensure a good fit to your organization's culture, predict how well the candidates will perform in a particular role, and how likely they are to accept coaching and training.

## Beyond Hiring and Promotion

Assessments highlight areas of performance, management, or system deficiencies and can be useful for coaching, development, or changing assignments. Leverage that information to:

- ✓ Establish benchmarks for future hiring
- ✓ Ensure “fit” with the position and your culture
- ✓ Determine who is open to and will benefit from coaching in specific areas
- ✓ Coach employees to improve performance and leadership
- ✓ Make changes in the way you communicate with your people
- ✓ Reassign people to roles to which they are better suited
- ✓ Evaluate the depth of leadership in your next generation team
- ✓ Create development plans to turn the next generation team into leaders
- ✓ Develop succession plans for key roles
- ✓ Recruit new people to fill gaps in the organization

### [View a Sample Hiring Assessment](#)

#### What our clients are saying:

*“They worked alongside us, making sure we were filling the position with excellence.”*

**-Stephen Woessner, Predictive ROI**

*“Stunningly perceptive and accurate insights. I’ve never seen a tool as useful and insightful as this and recommend it to anyone truly building an integrated team and unified culture. I have chosen to disbelieve their assessments in the past at my own peril.”*

**-Glenn Towle, Merrick Towle Communications**

*“The team at STM are the masterminds behind the candidate assessments that we use in our hiring process. Their analysis has been instrumental to our staffing and retention for many years.”*

**-Donnie Broxson, Acento Advertising**

*“STM has built profiles on exactly what a rockstar is in any position you can imagine.”*

**- Drew McLellan, Agency Management Institute (AMI)**

**Need help hiring, promoting, and developing the right people? Contact STM today!**



(207) 373-9301  
solutions@strategicalentmgmt.com  
www.strategicalentmgmt.com