In-Depth Assessments

Choose the only assessment that will reliably solve your people challenges.

Take a deep dive with STM and get the complete picture.

Our focus is about helping you solve your people challenges, not just selling you another assessment. STM assessments not only provide information about which candidate to hire or promote, but also pinpoint precise areas for improvement and whether or not an individual is open to coaching and development. STM assessments can also accurately predict who has the capacity to successfully work remotely, and who will need more hand-holding and closer management attention.

Salaries are going up, benefit costs are rising, and the cost of keeping everyone's skills sharp are also increasing. STM assessments can save you money by helping you hire only the best, retain the best, and invest your time and dollars wisely.

STM assessments are different

Most other assessment companies use a one-size-fits-all approach and use questionnaires that haven't been updated in 20 years. The result is people do not connect with the assessment because the questions lack face validity, and the results are often imprecise or inaccurate.

DISC, Myers-Briggs Type Indicator, and most other commercially available assessments only measure one aspect of a person: *how they communicate.* Behaviors are important, but they don't explain values, motivators, attitudes, soft skills, or energy & drive for performance. STM assessments measure all that and more. Having this information is critical for making hiring decisions that ensure fit to your organization's culture and the job itself. They are also powerful tools in selecting the best approach to professional development for up and coming employees.

"I've worked with Art and Sue on both sides of the hiring table – as a potential hire and as a client. I've reviewed and completed many assessments in my career, but none have been as detailed and insightful as STM's. I found the assessment reports, especially the two-page summary report, to be invaluable as I reviewed and considered multiple candidates for Controller and HR Manager positions. I was able to compare and contrast the reports between the candidates and the Senior Management at our company to find just the right fit. Both hires were successful—the people fit with our culture and have made a significant and positive contribution to our company. The hiring process is one of the riskiest, most time-consuming, and important tasks for a manager or executive, and Sue was a guiding force through the multi-step process. She was always well prepared and provided valuable information, and insight. I highly recommend both Art and Sue of STM, and would be happy to discuss my experience in more detail."

–Rich Heuer
CFO, DMM

Our process

To understand your culture, management, and communication style, we assess your senior leadership team using the same STM assessments we use to evaluate job and promotion candidates. The senior-most team of owners, leaders, and key employees is your culture. Assessing these key individuals can tell you who is a good fit for your organization, how they will respond to a particular manager's style, and if that "rockstar" on your team is a good choice to develop as a future leader.

You can use this information to make strategic decisions about your organization and the direction you want to move. It also provides objective information to promote your employer brand and attract top talent to fit your particular needs.

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

–Drew McLellan
Agency Management Institute (AMI)

Practical reasons to use our assessments

STM assessments are a good investment

- Hiring mistakes easily cost a full year's pay for professionals, and many years pay for senior leadership or highly specialized positions.

- Boost your retention rate and know how to engage, motivate, and communicate with a new employee from day one.

- Make succession decisions with confidence.

Accurately measure factors you thought could not be measured:

- Attitude, competencies, energy and drive for performance

- Strategic thinking, common sense, and practicality

- Self-starting ability, growth mindset, and emotional intelligence (EQ)

- 97 unique factors in all

STM is a team of assessment experts with the business and leadership experience to understand the challenges you face every day. Our goal is to apply assessment information to solve your people challenges and improve your organization.

"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

Assessment Comparison Chart

The chart below illustrates how comprehensive STM's assessments are compared to several other common assessment tools.

METRICS	COMMON ASSESSMENTS										STM ASSESSMENTS
	Myers-Briggs	DISC	Enneagram	Big 5	Predictive Index	True Colors	Hogan	People Keys	Profiles International	Strength Finders	Spectrum
Communication Style	X	X	X	X	X	X	X	X	X		X
Natural Behavior Style	X	X	X	X	X	X	X	X	X		X
Behavior On the Job		X (some)									X
Core Values							X	X			X
Soft Skills									X	X	X
Motivating Factors											X
Mentoring Capacity											X
Attitudes About Work											X
Project Management Competencies											X
Leadership Competencies											X
Respect for Policies, Procedures & Plans											X
Problem Solving Ability											X
Ability to Work Independently/ Remotely											X
Personal Accountability											X
Adaptability											X
Teamwork											X
Empathy											X
Emotional Intelligence											X
Practicality											X
Strategic Thinking											X
Self-Confidence/ Self-Awareness											X
Role Engagement											X
Energy & Drive											X

Need accurate assessments for potential hires or current employees? We can help!

Contact STM today!

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