

BARR CORPORATE SUCCESS

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Assessments by The Devine Group

"I am convinced that nothing we do is more important than hiring and developing people. At the end of the day you bet on people, not on strategies."
~ Larry Bossidy



Hiring can be a high-stakes gamble.

People rarely perform exactly as we expect based on just a resume and an interview. Selecting the wrong person can be devastating to an organization. Conservative estimates put the cost of replacing a leader or manager at three to four times that person's annual salary.

To assist our clients in making those critical decisions, Barr Corporate Success is proud to offer assessments designed by The Devine Group, a highly respected provider of assessment technology, to offer validated, competency-based management assessment products which differentiate among qualified candidates.

Know more *before* you hire.

Coupled with your rigorous search process, The Devine Group's assessment tools provide additional, statistically valid data on individuals' likelihood of successful employment. DG assessments measure four comprehensive aspects of a person's character—**Personality, Knowledge, Skills, and Abilities**. By combining those markers, reports can predict job behaviors and traits candidates/employees will likely express in their work.

Get answers to important questions.

Does the candidate have the level of core competencies required for the role? Does he or she have the motivation to use those competencies to be successful? Answering those two questions increases the reliability and validity of hiring decisions, identifying future leaders who fit the job *and* can handle complex and demanding roles to come.

Devine Group assessment tools will:

- > Improve the percentage of hires who go on to perform successfully in the role and organization for which they were hired.
- > Provide insights about candidates' styles or preferences (soft skills) not identified by other sources.
- > Offer objective data which can be compared to norms or results of other candidates.
- > Assess natural capabilities or talents.
- > Compare key strengths and opportunities to benchmarks driven by job requirements.
- > Highlight important areas to probe in an interview and provide questions tied to job competencies.
- > Improve onboarding by offering managers early insight into a new hire's work style.
- > Increase effectiveness of training and development plans if the individual is hired.

**Barr Corporate Success: where strategy brings action...
... and action brings success!**

Let's get to work!