

Monthly Newsletter

In This Issue

[Hire Right, the first time](#)
[Assess Specific Skills](#)

Quick Links

www.dnahrconsulting.com

**Call or e-mail to arrange
a complimentary needs
analysis!**

Jane McCarthy

Tel.: 416.828.7804

jvmccarthy@dnahrconsulting.com

March, 2011

Dear client,

Welcome to our first monthly newsletter.

Our goal?

To be a leading provider of products and services for human resources practitioners and business leaders.

Each month, we'll offer insights and information to assist with your selection, talent management and career transition activities.

Count on us to be an excellent resource and partner. You'll never find a more committed or knowledgeable team!

Hire right, the first time

Increase your hiring success, and promote more effectively

The **PREVUE** assessment will help you achieve these goals.

Designed using psychometrically validated methods, **PREVUE** measures:

Individual abilities, interests/motivation and personality dimensions.

The second part assesses an individual's areas of interest, (people, data, things.)

The third part measures personality traits. This part is based on



Next Month

Maximize your learning investment

Measure knowledge of business best practices as well as the knowledge areas of Business Analysts as covered in the BABOK guide.

Join Our List

Join Our Mailing List!

recognized personality scales for occupational assessment tools. These include the major scales of **ICES**: Introversion, Conscientiousness, Extraversion and Sociability.

Key advantages of **PREVUE**?

- It incorporates a benchmarking process. This enables a hiring team to identify the ideal characteristics of a preferred candidate for the position.
- Has full reporting capabilities for individual, coaching and succession planning initiatives.
- It's economical, easy to administer and yields instant reporting.

Find out more about **PREVUE** and other assessment products, and our full range of services. Visit: www.dnahrconsulting.com

Assess specific skills of supervisors and managers

Help your staff to become more effective

IN-BASKET exercises are designed to identify improvement areas for:

- First level supervisors
- Intermediate/middle managers
- Senior managers



This tool assesses an individual's ability to react in writing to business scenarios that involve requests, letters, notes or short reports on subjects such as customer service or inventory management. Five competencies are evaluated. These include: planning, analyzing, communicating, organizing and mobilizing.

The **IN-BASKET** exercise for intermediate/middle operational management positions is designed to evaluate an individual's ability to react effectively in writing to situations that occur on the job in an operational management. Six competencies are evaluated.

At senior levels, a strategic planning exercise is introduced. It evaluates an individual's ability to adopt a strategic orientation, analyze, understand and propose action plans. Competencies evaluated include: leadership, communication and entrepreneurship.

It's our hope that you've found this to be informative. These are a few of the many tools we use to coach our clients in their hiring, selection and talent management activities.

We would be pleased to be your partner in success.

With good wishes for you!

Sincerely,
Jane McCarthy
DNA HR Consulting
416.828.7804

