

## Manufacturing Assessments

	<b>Employee Safety Inventory (ESI®)</b>	<b>The Reid Report®</b>	<b>Applicant Potential Inventory (API™)</b>	<b>Management Success Profile (MSP™)</b>	<b>Management Readiness Profile (MRP®)</b>
<b>Measurement Focus</b>	Helps organizations identify individuals' safety attitudes and behaviors, decreasing employee accidents leading to fewer compensation claims, lower insurance premiums and less property damage.	Helps identify attitudes and past behaviors that predict future workplace counter-productivity, poor job performance, and turnover.	Helps measure a variety of attitudes needed for strong job performance.	Helps evaluate the skills and attitudes that are commonly critical to management success.	Helps measure essential attitudes & aptitudes needed for strong management performance across many industries.
<b>Experience Level</b>	Entry-level and mid-level positions in a wide variety of safety-oriented occupations	Entry-level to Lower-level management	Entry-level to Mid-level positions	Management Personnel	Entry-level managers, Supervisory Positions
<b>Languages</b>	<ul style="list-style-type: none"> <li>▪ English</li> <li>▪ Spanish</li> <li>▪ French Canadian</li> </ul>	<ul style="list-style-type: none"> <li>▪ English</li> <li>▪ Spanish</li> <li>▪ French Canadian</li> </ul>	<ul style="list-style-type: none"> <li>▪ English</li> <li>▪ Spanish</li> </ul>	<ul style="list-style-type: none"> <li>▪ English</li> <li>▪ French Canadian</li> </ul>	<ul style="list-style-type: none"> <li>▪ English</li> <li>▪ Spanish</li> <li>▪ French Canadian</li> </ul>
<b>Scales</b>	<ul style="list-style-type: none"> <li>▪ Safety Control</li> <li>▪ Risk Avoidance</li> <li>▪ Stress Tolerance</li> <li>▪ Driver Attitudes</li> <li>▪ Quality Attitudes</li> <li>▪ Validity/Candidness</li> <li>▪ Validity/Accuracy</li> </ul>	<ul style="list-style-type: none"> <li>▪ Integrity</li> <li>▪ Social Behavior</li> <li>▪ Substance Use</li> <li>▪ Work Background</li> </ul> <p>Sales Productivity</p> <ul style="list-style-type: none"> <li>▪ Sociability</li> <li>▪ Optimism</li> <li>▪ Persistence</li> <li>▪ Influence</li> </ul> <p>Service Relations</p> <ul style="list-style-type: none"> <li>▪ Valuing of Interpersonal Relationships</li> <li>▪ Self-Restraint</li> </ul>	<ul style="list-style-type: none"> <li>▪ Honesty</li> <li>▪ Drug Avoidance</li> <li>▪ Employee Relations</li> <li>▪ Work Values</li> <li>▪ Supervision Attitudes</li> <li>▪ Tenure</li> <li>▪ Safety</li> <li>▪ Customer Service</li> <li>▪ Validity/Candidness</li> <li>▪ Validity/Accuracy</li> <li>▪ Employability Index</li> </ul>	<ul style="list-style-type: none"> <li>▪ Experience</li> <li>▪ Leadership</li> <li>▪ Coaching</li> <li>▪ Adaptability</li> <li>▪ Management Responsibility</li> <li>▪ Practical Thinking</li> <li>▪ Customer Service Orientation</li> <li>▪ Productivity</li> <li>▪ Job Commitment</li> <li>▪ Business Ethics</li> <li>▪ Management Potential Index</li> <li>▪ Validity/Candidness</li> <li>▪ Validity/Accuracy</li> </ul>	<ul style="list-style-type: none"> <li>▪ Managerial Interest</li> <li>▪ Leadership</li> <li>▪ Energy Level</li> <li>▪ Practical Thinking</li> <li>▪ Interpersonal Skills</li> <li>▪ Business Ethics</li> <li>▪ Management Readiness Index</li> <li>▪ Validity/Candidness</li> <li>▪ Validity/Accuracy</li> </ul>
<b>Test Format</b>	<ul style="list-style-type: none"> <li>▪ Multiple Choice</li> <li>▪ 123 questions</li> <li>▪ 45 minutes to complete</li> <li>▪ Untimed</li> </ul>	<ul style="list-style-type: none"> <li>▪ Multiple Choice</li> <li>▪ 50 questions</li> <li>▪ 15 minutes to complete (add 15 minutes for each supplement)</li> <li>▪ Untimed</li> </ul>	<ul style="list-style-type: none"> <li>▪ Multiple Choice</li> <li>▪ 64 questions</li> <li>▪ 15 minutes to complete</li> <li>▪ Untimed</li> </ul>	<ul style="list-style-type: none"> <li>▪ Multiple Choice and Likert Scale</li> <li>▪ 156 questions</li> <li>▪ 45 minutes to complete</li> <li>▪ Untimed</li> </ul>	<ul style="list-style-type: none"> <li>▪ Multiple Choice</li> <li>▪ 138 or 156 questions</li> <li>▪ 20-30 minutes to complete</li> <li>▪ Untimed</li> </ul>
<b>Test Process</b>	Paper/Pencil or computer administration – phone or computer scored	Paper/Pencil, phone, or computer administration – phone or computer scored	Paper/Pencil, phone, or computer administration – phone or computer scored	Paper/Pencil or computer administration - phone or computer scored	Paper/Pencil or computer administration - phone or computer scored

## Manufacturing Assessments

	<b>System for Testing and Evaluation of Potential (LH-STEP™)</b>	<b>Campbell-Hallam™ Team Development Survey (TDS™)</b>	<b>Campbell-Hallam™ Team Leader Profile (TLP®)</b>	<b>Cross-Cultural Adaptability Inventory (CCAI™)</b>
<b>Measurement Focus</b>	Helps match an applicant's individual capabilities to specific job requirements by measuring skills, abilities, and potential for success	Helps identify group's strengths and weaknesses	Helps leaders understand how their strengths and weaknesses affect their leadership role in a particular group. It creates a development plan for continuous growth and provides the opportunity to improve workgroup effectiveness.	Helps groups and individuals gain insight into their ability to adjust to both a new culture and environment, as well as the potential stressors that lie ahead.
<b>Experience Level</b>	Supervisory through Executive Ranks	All Job Types (Teams & Work Groups)	All Job Types (Work group leaders and team leaders)	All Job Types
<b>Languages</b>	<ul style="list-style-type: none"> <li>▪ English</li> </ul>	<ul style="list-style-type: none"> <li>▪ English</li> </ul>	<ul style="list-style-type: none"> <li>▪ English</li> </ul>	<ul style="list-style-type: none"> <li>▪ English</li> </ul>
<b>Scales</b>	<p><u>Background</u></p> <ul style="list-style-type: none"> <li>▪ School Achievement</li> <li>▪ Drive/Career Progress</li> <li>▪ Leadership/Group Participation</li> <li>▪ Vocational Satisfaction</li> <li>▪ Financial Responsibility</li> <li>▪ General Responsibility</li> <li>▪ Relaxation Pursuits</li> </ul> <p><u>Mental Abilities</u></p> <ul style="list-style-type: none"> <li>▪ Non-Verbal Reasoning</li> <li>▪ Letter Series</li> <li>▪ Vocabulary</li> </ul> <p><u>Aptitude</u></p> <ul style="list-style-type: none"> <li>▪ Creative Potential</li> <li>▪ Sales Aptitude</li> </ul> <p><u>Temperament</u></p> <ul style="list-style-type: none"> <li>▪ Personal Insight</li> <li>▪ Extroversion</li> <li>▪ Responsiveness</li> <li>▪ Self-reliance</li> </ul> <p><u>Resilience</u></p> <ul style="list-style-type: none"> <li>▪ Level of Stress Response</li> <li>▪ Stress Tolerance</li> </ul> <p><u>Work Values</u></p> <ul style="list-style-type: none"> <li>▪ Leadership Style</li> <li>▪ Job Accountability</li> <li>▪ Business Ethics Attitudinal Index</li> </ul>	<ul style="list-style-type: none"> <li>▪ Time and Staffing</li> <li>▪ Information</li> <li>▪ Material Resources</li> <li>▪ Organizational Support Skills</li> <li>▪ Commitment</li> <li>▪ Skills</li> <li>▪ Team Assessment</li> <li>▪ Innovation</li> <li>▪ Feedback</li> <li>▪ Rewards</li> <li>▪ Leadership</li> <li>▪ Mission Clarity</li> <li>▪ Team Coordination</li> <li>▪ Team Unity</li> <li>▪ Individual Goals</li> <li>▪ Empowerment</li> <li>▪ Satisfaction</li> <li>▪ Performance</li> <li>▪ Overall Index</li> </ul> <p><u>Procedural Checks</u></p> <ul style="list-style-type: none"> <li>▪ Response Percentage Check</li> <li>▪ Omitted Item Check</li> <li>▪ Consistency Check</li> </ul>	<ul style="list-style-type: none"> <li>▪ Promoting Communication</li> <li>▪ Focusing Energy</li> <li>▪ Monitoring and Providing Resources</li> <li>▪ Building Organizational Support</li> <li>▪ Building and Utilizing Team Skills</li> <li>▪ Building Commitment</li> <li>▪ Clarifying the Mission</li> <li>▪ Coordinating Activities</li> <li>▪ Managing Conflict</li> <li>▪ Supporting Team Members</li> <li>▪ Promoting Team Learning</li> <li>▪ Promoting Innovation</li> <li>▪ Encouraging Feedback</li> <li>▪ Rewarding Performance</li> </ul> <p><u>Procedural Checks</u></p> <ul style="list-style-type: none"> <li>▪ Response Percentage Check</li> <li>▪ Percent Consistency Check</li> </ul>	<ul style="list-style-type: none"> <li>▪ Emotional Resilience (ER)</li> <li>▪ Flexibility/Openness (FO)</li> <li>▪ Perceptual Acuity (PAC)</li> <li>▪ Personal Autonomy (PA)</li> </ul>

## Manufacturing Assessments

	<b>System for Testing and Evaluation of Potential (LH-STEP™)</b>	<b>Campbell-Hallam™ Team Development Survey (TDS™)</b>	<b>Campbell-Hallam™ Team Leader Profile (TLP®)</b>	<b>Cross-Cultural Adaptability Inventory (CCAI™)</b>
	<u>Job Skills</u> <ul style="list-style-type: none"> <li>▪ MPJFI Scales</li> </ul>			
<b>Test Format</b>	<ul style="list-style-type: none"> <li>▪ Multiple Question Types</li> <li>▪ 10 assessments</li> <li>▪ Timed: 25 (10) minutes</li> <li>▪ Untimed: 140 minutes</li> </ul>	<ul style="list-style-type: none"> <li>▪ Likert Scale (Strongly Disagree to Strongly Agree)</li> <li>▪ 72 questions</li> <li>▪ 20 minutes to complete</li> <li>▪ Untimed</li> </ul>	<ul style="list-style-type: none"> <li>▪ Likert Scale (Strongly Disagree to Strongly Agree)</li> <li>▪ 85 questions</li> <li>▪ 20 minutes to complete</li> <li>▪ Untimed</li> </ul>	<ul style="list-style-type: none"> <li>▪ Likert Scale (Definitely True to Definitely Not True)</li> <li>▪ 50 items</li> <li>▪ 20 minutes to complete</li> <li>▪ Untimed</li> </ul>
<b>Test Process</b>	Paper/Pencil or computer administration - computer scored	Paper/Pencil or online administration – computer scored	Paper/Pencil or online administration - computer scored	Paper/Pencil or online administration - phone or computer scored