



Dependable & Productive or Unreliable & Detrimental?

When it comes to hiring, traditional methods may not always tell you what kind of hire you may get.

Making the wrong hire could be costly in terms of shrink, workplace accidents, lost productivity, and other counter-productive behaviors. Vangent, Inc. offers a host of scientifically-validated selection instruments to Recruitment Professionals to reduce your costs and improve your ROI.

Minimize your hiring risk.

The Reid Report® • Personnel Selection Inventory (PSI®) • Management Readiness Profile-2 (MRP®-2) • Management Success Profile (MSP™)

The Reid Report®

The Gold Standard in pre-employment selection instruments

For nearly 60 years, The Reid Report assessment has been used by some of the largest companies in North America to help improve their selection processes. Recognized as a powerful prescreening tool, The Reid Report helps evaluate specific integrity-related concerns and captures applicant admissions of substance use and criminal history. Supplements for Service Relations and Sales Productivity are also offered.

Job Types	Number of Items	Time Requirements	Administration
Entry-level and Lower-level Management	25-60 items	Approximately 15 minutes for The Reid Report assessment and for each supplement	Web, Interactive Voice Response (IVR), Booklet

Personnel Selection Inventory (PSI®)

A premier candidate selection tool supported by over 100 validation studies

The PSI assessment series helps evaluate workplace behaviors that can lead to an improvement in an organization's customer service, productivity, employee retention, and profitability. The many versions of the PSI enable an organization to select an assessment tailored to its needs.

Job Types	Number of Items	Time Requirements	Administration
Entry-level and Mid-level Management	66 -144 items	Approximately 30-75 minutes depending on the version	Web, Booklet

Management Readiness Profile-2 (MRP®-2)

A tool to confidently assess managerial potential and development needs

The MRP-2 assessment provides a standardized measure of management potential and is an ideal instrument for selecting entry-level supervisors and managers. The MRP-2 is primarily designed for the following applications: (1) personnel selection and placement decisions, (2) identification of training needs, and (3) career development. This assessment can also be used as a cost-effective and time-efficient method of determining which individuals should receive a more comprehensive managerial assessment.

Job Types	Number of Items	Time Requirements	Administration
Supervisory and Entry-level Management	156 items	No Limit Approximately 30-45 minutes	Web, Software, Booklet

Management Success Profile (MSP™)

A comprehensive measure for critical management positions

The MSP helps evaluate the skills and attitudes crucial for management success. Evaluating dimensions such as Experience, Leadership, Coaching, Management Responsibility, and Practical Thinking, the MSP is a valuable tool to help organizations assess an individual's readiness to advance in the management hierarchy.

Job Types	Number of Items	Time Requirements	Administration
Management Personnel	179 items	No Limit Approximately 30-45 minutes	Booklet