

# Opportunity Interactive, Inc.



*Hiring for the HVAC Industry*

## HVAC Personnel Assessment™

- ▶ Make better decisions for hiring the right employees.
- ▶ Identify individual strengths and weaknesses for everyone in the company.
- ▶ Provide objective information for people-related decisions.



Most of us can easily identify the skills needed for a particular job, but not the personality requirements needed to be successful at that job.

- ▶ Each test is a tool to evaluate an individual's compatibility with specific jobs in the company.
- ▶ Over 20 different positions can be tested for compatibility, from Sales Staff to Installers to Managers.



### Better Job Fit

Match people to jobs by comparing work-related abilities, interests and personality traits to job benchmarks. Customized benchmarks are based on proven characteristics of best performers and our knowledge of the HVAC industry.

- ▶ Reduce turnover
- ▶ Increase employee productivity
- ▶ Create positive work environment

### In-depth Reports

Use visual reports to cover hiring, training, managing, and motivating individuals.

- ▶ *Selection*—suitability ranking for specific jobs
- ▶ *Management*—analysis of working behaviors
- ▶ *Development*—coaching and training recommendations
- ▶ *Succession Planning*—promotion/career track formulas

### Easy to Use

Save time with leading edge internet delivery:

- ▶ All assessments are completed online
- ▶ Email reports are provided to managers in visual, easy to read format



*Solutions for Profit & Growth*

**Opportunity Interactive, Inc.**

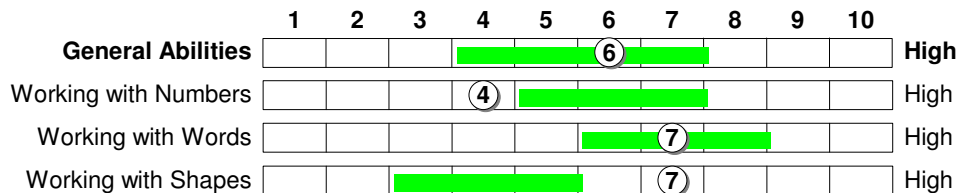
**1-877-816-6649**

# Prevue Benchmark

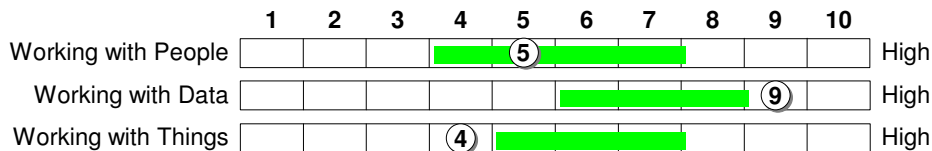
Sample

Billing Clerk

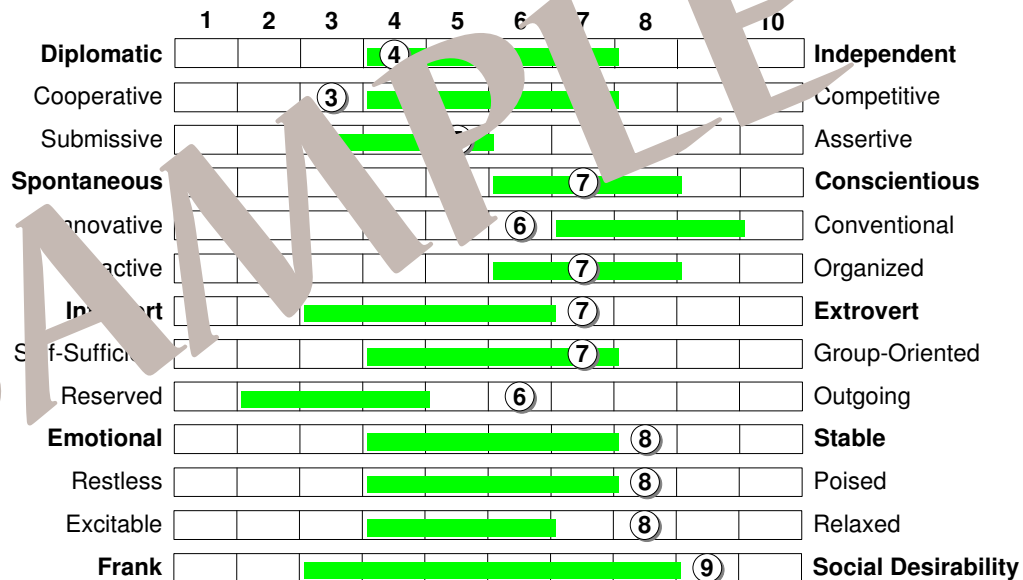
## Abilities



## Motivation/Interests



## Personality



A Prevue benchmark illustrates the required characteristics for this job as decided by management. The shadowed areas above graphically represent the benchmark for this Billing Clerk position. The number on each scale is Sample's actual score. The following percentage reflects the degree of suitability of her scores when compared to this benchmark.

## Prevue Job Suitability

The Prevue benchmark suitability should comprise not more than one-third of the selection decision process. The other aspects of the selection decision process, including the job interview, candidate history and background check, should be furnished by management.

## Benchmark Suitability

76%