

The Assessment Difference

If turnover, “high interview/hire” ratios, or developing struggling and key performers are negatively impacting your bottom line, it may be time for you to look at a new selection system and assessments.

Below is a table that makes it easy to compare and contrast the GLS Worldwide methodology versus those of traditional assessment vendors. After you’ve digested the differentiators, contact GLS for a demonstration and more information.

| OTHER ASSESSMENT PROVIDERS | GLS WORLDWIDE |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Take a single dimensional “view” using assessments that are primarily behavioral based | Take a multi-dimensional “view” using behavioral, motivational and thinking style assessments (Picture an X-ray vs. MRI) |
| Use self-rated assessments that are subject to manipulation | Use an assessment that is NOT self-rated and is virtually impossible to manipulate |
| Provide a general selection benchmark based on performance of a relatively small sample of only high performing individuals in similar positions from multiple companies. | Customized selection benchmarks based on the actual performance of a significant number of your own high and low performing employees. |
| No process to capture or store assessment, position and performance data to facilitate the development, updating or trend analysis of a selection benchmark profile | Include an automated system, which captures and stores key assessment, position and performance data that is used in creating and updating a customized benchmark profile and analyzing trends |
| Multiple assessment results are not integrated or presented in a clear picture of an individual’s talent pattern | Provide a Talent Development Profile of each person using multiple assessments integrated into a 1-page Dashboard that makes it easy to interpret score and dimension patterns |
| Scores and graphs do not integrate easily to convey a total picture of an individuals profile and areas for improvement | Scores, models, graphs and wheels that provide an overall picture of an individual’s key style patterns and opportunities for development |