

Personality Profiling

Hiring a candidate with a personality conflict or behavioral problem can be very costly. The costs can be measured in lost productivity, recruiting and hiring expenses, and training costs. Extensive interviewing and background checks are great methods for hiring top talent, but consider going one step further with personality profiling. Personality profiling is a knowledge management tool used to provide an evaluation of a candidate's personal attributes, values and life skills in an effort to determine if they align with the needs of your company and fit within its culture.

Administering personality tests will minimize the risk of misjudging a potential employee's character and may help determine motivations and actions. Employers find the tool helpful to assess which candidates are most likely to succeed in positions for which they are hiring. Test results reveal longevity potential and whether the candidate is the best fit for the organization. According to Career Builder, it is estimated about 40 percent of employers use personality assessments to determine if a candidate is suited for a particular job or in what type of work an existing employee will be most successful.

Management can also use personality tests to increase productivity in the workforce. Personality tests can help employers understand their employees' strengths and weaknesses, determine an employee's potential for a leadership position, and prove especially invaluable when building a team. Whether it's to better understand their employees, or how to best motivate them, personality profiling has potential for endless opportunities to help make the best business decisions within the workplace.

At tandem HR, utilize a personality profiling tool called IPAT. Contact us today for more information on this tool and discounted rates.

For more information contact Tandem HR at 630.928.0510 or visit www.tandemhr.com. The staff at Tandem HR contributed to this article. It is intended as information only and is not a substitute for legal advice. Tandem HR is a professional employer organization specializing in strategic HR partnership with small and mid-sized businesses.

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