

# Hire people who are honest, dependable, and hard working

P R O F I L E S

## *Step One*<sup>™</sup> S U R V E Y



### *The Goal*

*Step One Survey*<sup>™</sup> is designed to help you hire honest, dependable, and hard-working employees! Use it and gain productivity, improve morale and increase profits.

### *Three Critical Areas*

*Step One Survey*<sup>™</sup> provides the information an employer needs to know about a job applicant's attitude in three critical areas:

- ♦ **INTEGRITY** – Can the applicant be trusted?
- ♦ **RELIABILITY** – Is the applicant dependable?
- ♦ **WORK ETHIC** – Will the applicant be a long-term, hard-working employee?

### *The Problem*

- ♦ A survey of employed people revealed that 56% admitted lying to their supervisors, 41% admitted falsifying records, and 35% admitted stealing from employers. This is your applicant pool!
- ♦ American and Canadian businesses annually suffer \$400 billion in losses because of employee fraud and theft! That's \$9.00 per employee a day!
- ♦ It is estimated that 36,000 companies are "stolen out of business" every year – by their employees!

### *The Solution*

*Step One Survey*<sup>™</sup> – It's easy to use!

- ♦ *Step One Survey*<sup>™</sup> – just minutes to take and score.
- ♦ *Step One Survey*<sup>™</sup> includes a structured interview that asks essential questions that should be asked – but are often overlooked.
- ♦ Applicants complete the survey, which is scored on the Internet. In minutes, you have a printed, comprehensive report to alert you if applicants admit critical behaviors or express attitudes you might question.



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## ***Eliminate these profit-stealing activities:***

- ♦ **Calling in “sick” to take an unauthorized day off**
- ♦ **Being tardy**
- ♦ **Leaving work early**
- ♦ **Taking home office supplies and other company property**
- ♦ **Having another employee punch in or out for them**
- ♦ **Shrinkage**
- ♦ **Fraud**
- ♦ **Theft**

## ***Here's what our clients say...***

“After interviewing over a dozen applicants we found the *Step One Survey*<sup>™</sup> to be a useful, inexpensive tool to help us screen applicants. The survey is beneficial for asking all the questions we should have and then suggesting follow up questions in areas that need more explanation.”

*Moving Company President*

“Our company has been using *S.O.S.* from Profiles for the last year and we have found them extremely helpful in our hiring process.”

*Customer Service Manager*

“With the *SOS*, we are able to screen out those candidates that do not meet our standards for integrity, reliability, and work ethic. As the name implies, hiring people of good character, who are reliable and trustworthy, is the first step in hiring the right employees.”

*Officer, Machinery Manufacturing Company*

“We were thrilled when we discovered the *Step One Survey*<sup>™</sup>. In our business, honesty is a mandatory job requirement. In the past we had no way to measure this trait. The *Step One Survey*<sup>™</sup> has taken the guesswork out of the hiring equation for honesty and integrity.”

*Personnel Administrator*

“In my business, finding reliable employees with a good work ethic is a challenge. The *Step One Survey*<sup>™</sup> is an effective tool that helps me make smarter personnel decisions. I recommend that other businesses who have problems finding reliable employees take a look at the Step One Survey.”

*Business Owner*

***Step One Survey*<sup>™</sup> helps you hire employees who deliver an honest and reliable full day's work for a full day's pay.**

***It is Accurate, Dependable  
Easy to Understand, and Cost Effective***

***Start using Step One Survey*<sup>™</sup>  
*in your hiring system TODAY!***