

First Things First

Prevent People Problems at the Front Door

Hire people who are honest, dependable, hard working and drug free.

Employee Integrity by the Numbers



High turnover and low productivity can put a big hole in the bottom line. Applicants who score better on the SOS work out better for the company—higher retention, higher morale, higher productivity—real assets for the company.

Our clients hire better, fire less and manage more effectively than their competition.



POLARIS

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Imagine Great People!

The Problem

- A survey of employed people revealed that 56% admitted lying to their supervisors; 41% admitted falsifying records; 35% admitted stealing from employers and 31% admitted abusing drugs or alcohol. This is your applicant pool!
- American businesses annually suffer \$400 Billion in losses because of employee fraud and theft! That's \$9 per employee per day!
- It is estimated that 36,000 companies are "stolen out of business" every year—by their employees!
- "No shows" and turnover cost companies millions of dollars.

The Solution

The Step One Survey is easy to use: just minutes to take and score. It includes a structured interview that asks essential questions that should be asked, but are often overlooked.

In minutes, you have a printed comprehensive report to alert you if applicants admit critical behaviors or express questionable attitudes.

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.
- Shrinkage and theft.
- Fraud.

The Step One Survey

The Step One Survey™ from Profiles, International, is a highly-reliable job candidate screening instrument that gives employers information that could save them hundreds of headaches and thousands of dollars. Use it to increase productivity and profits, improve morale, and increase the quality of your workforce. The report provides revealing self-admissions, metrics on 4 Critical Areas, and suggests "bulletproof" interview questions.

Four Critical Areas

The Step One Survey provides the information an employer needs to know about a job applicant's attitude in four critical areas:

INTEGRITY-Can the applicant be trusted?

SUBSTANCE ABUSE- Is the applicant drug free?

RELIABILITY- Is the applicant dependable?

WORK ETHIC- Will the applicant be a long-term, hard working employee?

Powerful & "Bulletproof"

The Step One Survey satisfies all requirements of the EEOC, the ADA, the DOL, and the Civil Rights Act. It is specifically job-related and has been validated in accordance with American Psychological Association standards. The Step One Survey is validated to be Age, Gender, and Ethnicity-blind. It is legally defensible and has no adverse impact.

Structured Interview

The SOS structures an interview process, a best practice favored by the US Department of Labor.

Our Clients Say . . .

"After interviewing over a dozen applicants, we found the SOS to be a useful, inexpensive tool to help us screen applicants." (Preston Movers)

"The SOS has taken the guesswork out of the hiring equation for honesty and integrity." (Personnel Administrator)

"We are saving \$785,000 per year for an assessment program that costs us less than \$25,000—an ROI of 3500%." (Controller, Manufacturing)

"We reduced turnover in the plant by 60% in 5 months! Wow! (Senior VP of Manufacturing)

Labor costs start at the "front door," not on the shop floor. How much could you save at the "front door" of your company?