


Solutions for Organizational Success: SelectionWorks Assessment Services

PARTS	DETAILS	FEES
Pre-selection Discussion with Hiring Manager(s)	Typically, .5 hours in length. Could include other information gathering about organization, position being filled. Coaching for optimal interviewing, decision making.	Per project: \$125
Full Work Personality Profile (WPP) <ul style="list-style-type: none"> • DRI Personal History Survey • DRIC Job Functions Survey • CPI™ • FIRO-B™ • MBTI® • SII & SCI® • TKI • EAS • Watson-Glaser 	Candidates take all via the internet at their convenience. Details below on each assessment tool. Sample WPP Report (click to see online)	Per candidate: \$950
Diagnostic Interview with Candidate	Done in person or by phone if candidates not local. 2 hours (1.5 hour interview and preparation)	Per candidate: \$500
(Optional) Customized Services	Tailored assessment exercises <ul style="list-style-type: none"> • MMPI-II ® for police psychological evaluations (police, fitness for duty) • Reference/Background checks • In-basket exercises • Work simulation/structured exercises to hiring committee 	Per project or candidate: custom quote
Assessment Results Report	Formats ranging from in-depth written report to verbal report only (0 to 4 hours) Sample executive report	We suggest an executive summary level report (2-3 pages per person). Per candidate: \$500
Feedback to Hiring Manager(s) to Review and Compare Assessment Results of all Candidates	3 hours – includes graphical summary report production and in-person meeting to review results	Per project: \$750
Feedback to Person Promoted/Hired (and others if desired – e.g., internal candidates)	2 hours.	Per person: \$500

INDIVIDUAL ASSESSMENTS	FEATURES	BENEFITS
DRIC Personal History Survey©	In-depth “bio-data” of job history and functions, education, family background, career aspirations and expectations, self evaluation, and future life goals	Provides a systematic and thorough context for all other assessment and development work
DRIC Job Functions Survey©	A checklist of management skills and interests	Analyzes the gap between skills and interests in career planning & leadership positions
California Psychological Inventory™ (CPI)™ Configural Analysis Report	In-depth assessment of intra- and inter-personal style and achievement orientation in both professional and personal lives; uses styles to predict career fit See sample report	A powerful tool used to find and develop successful employees and developing leaders. Allows comparison to successful manager profiles
Fundamental Interpersonal Relations Orientation – Behavior (FIRO-B)™ Interpretive Report for Organizations	Assesses personality dynamics, individual approaches to inclusion, power/ control, and affection and ways that these affect interpersonal relationships in the workplace See sample report	Useful for screening for personnel selection, predicting leadership potential, highlighting development needs.
Myers Briggs Type Indicator® (MBTI)® Step II Expanded Interpretive Report Form K	The most widely-used personality inventory in the world; determines preferences on four aspects of personality See sample report	Explains work style, preferences for types of work, interpersonal interactions and communication styles, decision-making and information-gathering approaches
Strong Interest Inventory® (SII) and Skills Confidence Inventory (SCI)	Used for career exploration; provides job change information; useful in career development See sample report	Assesses interest and ability in careers involving management, decision-making, and leadership.
Thomas-Kilmann (TKI) Conflict Mode Instrument	Measures preferences for competing, collaborating, compromising, avoiding, and accommodation in conflict situations See sample report	Provides information on leadership and interpersonal strengths in conflict situations, and points to developmental needs
Employee Aptitude Survey (EAS)	Highly predictive and job-specific battery of mental ability measures. Timed (speed) tests of mental skills in 4 areas – vocabulary, math, numerical and verbal reasoning. See sample report	Provides mental ability comparison to national samples of managers, executives, and other business professionals
Watson Glaser Critical Thinking Appraisal (Watson)	Highly predictive and job-specific battery of mental ability measures. Un-timed (power) tests of Inferences, Recognition of Assumptions, Deduction Interpretation Evaluation of Arguments See sample report	Provides mental ability comparison to national samples of managers, executives, and other business professionals