



Strategic Information Resources, Inc.

"Built on a Tradition of Service"

First View

**Personality & Cognitive
Assessment Testing**



Selection Products That Work! Period.

www.backgrounddecision.com

(800) 332-9479



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The FirstView online assessment is an advanced tool that quickly determines whether a candidate has the right characteristics to succeed in a particular type of job.

FirstView measures seven work-related interpersonal competencies and general reasoning skills. Results are scored against national psychometric averages to determine suitability and are presented in an easy to read Red, Yellow, and Green format. If desired, clients may adjust the scoring parameters to produce a customized result.



FirstView Measures:

- Rules - consistency, ability to deal with change, need for structure, ability to follow rules and policies
- Extroversion - need to work with others, communication of enthusiasm, ability to talk or listen
- Assertiveness - decision making, selling and closing abilities, ability to handle confrontation, willingness to take direction from others
- Teaming - teamwork, collaboration with others, competitiveness
- Sensitivity - emotional stability, handling of criticism and feedback, dealing with stress
- Organization - planning, spontaneity, time management attitudes, ability to handle details
- Social Desirability - an internal validity scale to determine if the candidate is being frank with their answers
- Cognitive Ability - an overall aggregate measure of cognitive skills

Behavioral Interview Questions:

FirstView provides state of the art behavioral interview questions based on the applicant's response. The questions are selected by advanced psychometric measurements and probe only those areas that target an individual's weaknesses in the prospective job.

FirstView

FirstView predicts the performance of the candidate by comparing it to behavior that has been observed to be most effective in 15 job categories. You simply select the category that best matches the position you are hiring for.

- Persuasive Sales
- Management
- Financial
- Healthcare
- Production
- Telemarketing Sales
- Customer Service
- Information Technology
- Food Service
- Warehouse
- Retail Sales
- Administrative
- Engineering
- Hospitality
- Driver