

Testimonials

"We screen applicants and then use the Step One Survey II. We specifically look at integrity, attitudes about substance abuse, reliability, and work ethic. Next, we go to the Profile XT, which helps with questions to ask in subsequent interviews. We've used these products for a while and will revisit them in future recruiting."- Kip Botkin, Highland Police Force

"At one point we had a turnover rate of 40 percent. With the aid of the Profile XT and the Step One Survey II assessment, we've reduced turnover to 29 percent. Based on the cost of replacing an employee, we have more than paid for the assessments."- Michael R. Teakell, SPHR

"Our company gets a good return on investment from the Profile XT assessment. We've found the product crucial in helping us promote retention and enhance productivity. Your assessments are an important part of our HR tool kit."- Tom Rose and Allan Cantor, Sun Life Financial

"In the year we started using Profiles International's assessments, we decreased turnover by more than half. How? By using the tool to determine where a person fits best in our company. We are saving both time and money."- Glenda Smith, the Wizard's Cauldron

"We use the Step One Survey to screen people before we hire. The Step One Survey II gives us more interview questions to use."- Gwen Frye, King Wholesale

"We've used the Profile XT and Step One Survey for retention and hiring. They help us pinpoint the right questions to ask people so we can find a better fit for the company. Susan Aggson is fabulous to work with and we have a good relationship."- Gambro

"We wanted to reduce turnover of our designers. We used Profiles XT and made better hires. Bill Foster, our sales representative, did an outstanding job. He is very personable."- Ethan Allen Inc.

"Our Bank was looking for additional tools to assist us in selecting the right applicants. We use Profile XT, Step One Survey II, Profile Sales Indicator, and Customer Service Perspective. With these, we are better able to determine who is a good fit for the position and for our Bank. Our customer service representative has been very helpful in meeting our needs."- Hilltop National Bank

"Since we started using Profiles Sales Indicator for pre-employment screening for sales employees, we've been very happy. Because the test is online, we find it easy to use. We test all applicants and make better hiring decisions, giving us a better workforce. We are very happy with the service."- Lisa Garnet, Swedish Match North America

"The Postal Credit Union wanted a product that would help find the best new people. We check aptitude with Step One Survey II. This tool narrows the selection to people who think the same way we do. Everyone at Profiles International is very helpful."- Tenita Howard, Postal Credit Union

"We wanted to examine the potential ability of entry-level employees. For a while, we used Profile XT only. Now we are also using Step One Survey II. We discovered we could probe a candidate's interests more deeply. The assessments uncover traits and attitudes that would not normally have come up in our regular interviews. Everyone at Profiles International is very helpful and proactive."- Phil Buckleman, Alfa Laval Inc.

"We have saved a great deal of money using Profiles International assessments because we haven't made a bad hiring choice. I like the variety of the assessments that we can use, and the option to specialize in different areas."- Jerry Hosko, Redi Carpet

"By implementing the ProfileSelect system in combination with The Profile XT assessment tool, we are now able to quickly and accurately evaluate tens of thousands of candidates' resumes each year. The AMS also provides us the

ability to search this extensive database in seconds whereas the previous manual process was administratively onerous. And, the Profile XT assessment tool has allowed us to customize the tool's pattern to more accurately reflect a candidate's propensity for success with OUR jobs in OUR company."- Chuck LaMotte, White Lodging

"Two recent hiring decisions made our managers feel very confident. They said they feel confident about their selection choices based on the use of the assessment. Your web site is awesome, very accessible and easy to use. And we can always find someone to answer our questions." - Alice Willmarth, The Mechanics Bank

"I've used the AMS recently while looking for full-time and adjunct faculty members. I think that the AMS is effective in keeping me informed of who is applying and what their status is throughout the application process. I especially like that I can make notes of scheduled interviews and notes about how those interviews went. I find the AMS much more effective and efficient than shuffling paperwork or talking on the phone. At this point, I haven't had any negative experiences with the AMS."- Amy Patrick, Senior Instructor, Department Chair
English Department, Technical Communications Technology
Texas State Technical College

"In a short time, the assessment we purchased from ProfilesInternational paid for itself because we hired the right people and didn't have to hire again and retrain. We like the ability to assess people without making them feel uncomfortable. Your tools provide great insight and allow me to put people in the right position."- Dave LeBlanc, The Boiling Pot

"We just went through the Profiles International assessment process to look for a supervisor. We found someone who is doing a great job. Your customer service is good. I never have to wait for a response."- Linda Burgess, Boring Specialties

"The Profile XT assessment helps us in recruiting. We like this tool to find applicants that fit. Dwight Crain, our Client Service Advisor has been very helpful."- Cottingham, Butler and Sisco

Over a three and half year period, our company's turnover was reduced by 49 percent, because we used the Step One Survey II. The savings we realized by hiring fewer people saved us almost a quarter of a million dollars.

We started using Step One Survey in January 2001. The first year, turnover was high. The second and third years, it dropped substantially. Overall, we hired 33 percent fewer employees. We calculate that turnover costs \$7,100 per employee. Since we hired 35 fewer people in 2002 and 2003, we saved \$248,500.- Rhonda Griffin, Centro, Inc.

"I've been receiving very important feedback from the Step One SurveyTM screening program. It has enabled me to learn insightful information prior to employment about an individual's attitudes as they relate to honesty/integrity, substance abuse, reliability and work ethic that ordinarily wouldn't be discovered until after someone is employed – then it's too late! Also, the direct admission portion provides open-ended interview questions that make the interview more structured and effective." - Judie Posner, Human Resources Manager

"Step One Survey II has proved to be a useful tool in gauging employee work ethic, integrity and propensity to substance abuse. We use the test as part of the interview process. The face-to-face interview, reference checks and Step One test all play equal roles in determining the success of a candidate. We have determined that Step One is very accurate in identifying potential problem areas."- Margo Stewart, Human Resources Manager

"I wanted to take this opportunity to tell you how delighted we are with the Step One Survey. After interviewing over a dozen applicants we found the Step One Survey 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."- Ed Boerman, President

"The Profile XT and Profiles Sales Indicator Assessment have enabled our company to benchmark the performance standards in our sales executives so that we can strive to hire the best most productive candidates in the shortest amount of time. It saves us about \$45,000 each time we can avoid hiring the wrong person. In addition, the Internet application with onscreen administration, instant analysis and report generation makes administration very easy and efficient."- Howard Falkow, Director of Human Resources

"In a small company it is absolutely essential that the incoming people have the character and temperament to fit in. Public Relations is pressurized enough without having to sort out internal staff and personality clashes caused by hiring people with the wrong fit. As a small company, I would now never consider hiring anyone without first running them through the Profile."- Ronnie Simpson, Managing Director

"We have been using Profiles Assessments since 1993 and I want to compliment you and your company on the constant development of new products and the improvements you have made through the years. The Profile gives me information about our people that is not just "on target," it hits the bulls-eye every time. Using The Profile, we are improving productivity and the efficiency of every employee. It is an incredibly effective tool that I wholeheartedly endorse and recommend."- James M.D. Maloney, President

"We used Profiles' Sales Indicator assessment to help us place new salespeople and coach people already on staff. The tools help us to understand behavioral styles. The hiring products are very helpful. Ron Cerceo, our Client Service Advisor, was attentive and supportive with both individual assessments and large groups of salespeople."- The Sales Factor

"We wanted to do two things: screen new applicants, and gain expertise in identifying job fit for incumbents. We used Profile XT as a part of our hiring process to determine needs for management. Dwight Crain is awesome, and Anthony Pantaleone in New Jersey is outstanding. Our satisfaction with these two account managers is way above average."- Brown Shoprite

"Our company uses all the assessments. We want to know if applicants are knowledgeable in their trade. The results are key in helping us determine whether to offer a job. Your products are good." - Jason Benjamin, AAC Gardner Air Conditioning

"We've created a consistent model that fits our needs in using Profile XT to recruit new employees. Your assessments are easy to use and everyone is accommodating."- Phillip Green, John Henry Foster Missouri

Company Reduces Employee Turnover by 75% and Sees 23% Improvement in Productivity Through Psychological Testing [View the article on the ASe website.](#)

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Profile XT aids us in choosing the best candidates for our open positions. We think Jennifer Smith, our client services representative, of Profiles International, is wonderful. She is so responsive! - Denise Shreck, Domnick Hunter