

# FirstView

**FirstView™**  
A Job Fit Indicator

## The FirstView Advantage

In 15 minutes a hiring manager can review objective, comparative information that predicts the behavior of a job candidate in any or all of 15 job categories. Then use behavioral interviewing questions selected by advanced psychometrics to probe only those areas that suggest a potential weakness for the individual in the job.

*“HIRE RIGHT THE FIRST TIME”  
It makes good cents!*

### **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

### **FirstView Can Be Used Effectively With No Training And No Assistance.**

*FirstView* is plug and play. The candidate's behavior is described within the context of the job requirements and processes. The hiring manager has no need for expert interpretation. *FirstView* makes it easy to use assessment technology to reduce hiring costs and improve performance.

### **Psychometric Accuracy/Completion Time**

*FirstView* uses the most advanced psychometric methodology, with sophisticated item construction within a proven construct of measurement. *FirstView* matches the accuracy of the finest 5th Generation instruments, yet requires only 15 minutes to complete. This is critical if you are using an assessment to screen large candidate groups for entry level positions that could include: retail sales persons, fast food workers, temporary staffing employees, and others.

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## Reports for 15 Work Function Categories

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