

# The Achiever Evaluation Assessment

The Achiever predicts how an individual may perform in a given job by comparing that individual's Profile to a normative pattern which can be developed for a specific job at a specific organization. Along with interviewing, checking references, and administering other applicable assessments, the ACHIEVER helps ensure good, solid hiring decisions.

Because it is very comprehensive, the ACHIEVER is often used in hiring and placement of higher level associates and sales individuals. As a coaching tool, the ACHIEVER helps a group leader communicate more skillfully with group members and develop them more effectively.

This web based program is available to score and print a comprehensive report. The report provides important information on **6 mental aptitudes and 10 personality dimensions**, along with 2 validity scales. Information can be saved and retrieved for further evaluations and reports.

The Achiever represents a successful effort to produce an instrument useful to business, industry, government, and educational services that characterizes individuals on a number of psychological traits that are important for job performance. The assessment is an effective instrument that allows companies and individuals to maximize the fit between employment demands and the abilities, aptitudes and personality constellations of employees or potential employees. When this fit is optimized there will be greater comfort and productivity on the part of employees. Employee inefficiency and turnover will be minimized and organizational productivity will be maximized. While all managers acknowledge the importance of the hiring function most also recognize the importance of developing management and leadership skills in their present employees. Information about individuals and their tendencies is also extraordinarily valuable in these contexts as well. The Achiever was developed with the goal of helping companies make sound employment, retention, assignment, training, and promotion decisions.

**The Achiever is the right business tool for evaluating people.** It identifies strengths and areas for development. The evaluation is extremely useful in coaching and training. It helps increase employees' effectiveness and determines training needs. It is also useful in making hiring and promotion decisions.

**The Achiever measures job-related information in eighteen separate classifications: six mental aptitudes, ten personality dimensions plus two validity scales.**

## The Achiever Assessment measures

### Mental Aptitudes

**Mental Alertness  
Business Terms  
Memory Recall  
Vocabulary  
Scanning Accuracy  
Mechanical Interest**

### Personality Structure

**Nervous Tension  
Character Strength  
Work Habits  
Sociability  
Emotional Maturity  
Dominance  
Competitiveness  
Stamina  
Naivety  
Motivation**

### Validity Scales

**Distortion  
Equivocation**

This system looks for over 100 possible combinations or correlations. The relationships between the traits of the person's personality and mental aptitudes help derive these combinations. Strengths in some dimension could compensate for challenges in other dimensions.

This system provides the capability to personalize and customize normative patterns, or benchmarks, for each position in your organization. Normative patterns identify and provide ideal ranges for mental aptitudes and personality dimensions to reflect the actual job.

When the Achiever is properly implemented and utilized in conjunction with other normal coaching, hiring and interviewing tools, an Achiever report will strengthen the employer's position to ensure that the employee and applicants are treated fairly without regard to race, color, religion, gender, or national origin. The Achiever, when administered and interpreted, complies with the American with Disabilities Act (ADA) guidelines. By utilizing specific job patterns derived from the scores of successful employees in those positions, the Achiever is assured of only measuring those traits deemed critical for successful job performance. Under those circumstances, the Profile follows the essential Job performance requirements of the ADA.

After assessing well over a million people, there has never been an adverse finding against any employer for the use of Achiever as part of their hiring process. The Achiever evaluation is used in conjunction with the reference check and interview helps ascertain whether a person is suited for a particular position. Never use the evaluation as the sole criteria.