

Before we started working with Valerie Oldre and the Profiles Assessment tools, we struggled with knowing whether a sales representative candidate we were hiring was going to succeed or not. Too often we would make our decision based on the resume and school background, and would find, once we had the individual on board, that he or she just could not sell. When we started working with Valerie, we were able to identify our own customized requirements to be successful in our agency, and are able to use that information in hiring new sales representative. Since starting to use her services, we now know whether the candidate has what it takes: and we have a much higher success rate with our new sales representatives. They are outperforming those we have hired before we used her services and assessment tools, and produce results more quickly.

I would like to highly recommend Valerie Oldre and the Profiles assessments as a valuable partner in helping an organization select and manage the best employees. Using her services, we now know how to select top performers, and are able to avoid bringing those on board who just will not produce; we also know exactly how to manage them and get them up to speed quickly. She especially helped us with the sales positions, but she also can help you with other positions within the agency. We have the capability of applying the same process to the Account Manager positions, and have identified who, within those positions, might have leadership traits. Her background of working in a large independent agency, which grew to be a highly successful agency because of those practices, is invaluable.