



FILISTER ENTERPRISES

As a business owner of rental communities with off-site employees it is imperative that we hire the best of the best; those people who are qualified and motivated to manage our assets, sell our vacancies, and provide top notch customer service to our residents. We have been fortunate over the years to hire employees that are a good fit for us but it has been a tedious process and not without errors.

Once we started to utilize the Profile XT and Valerie Oldre's services we have vastly improved our ability to select employees quickly and objectively. We have taken much of the guesswork out of the hiring process and spent less time pursuing candidates who are not a good fit for us. The Profile XT has cut down on the cost of hiring and less time is spent on the entire process, not to mention the bonus of hiring better performing employees.

The key to hiring great employees is identifying the traits that make a person successful in your business and then creating a "profile" of that perfect individual for a specific position. We then utilize that model to compare prospective employees to the position we are hiring for. Valerie walked us through each and every step of creating the performance model and she has helped us fine tune the entire hiring and coaching process.

In addition, the Profile XT provides us with great coaching and management information specific to each new hire and existing employees. It has been instrumental in evaluating the current staff and provides us information to further develop individuals to reach their maximum potential.

We have found Valerie to be a great resource and support with the Profiles International system. Her expertise has helped us to implement these tools effectively and I would highly recommend her services. She has great knowledge of the Profile system, the hiring and selection process, as well as experience and knowledge of our specific industry which is invaluable in this economy and in our business. Please feel free to contact me if you have any questions.

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