

Valerie Oldre has been an invaluable partner, providing solutions for our employee selection, hiring, and management processes, through the Profiles assessment tools she provides. She is The Expert in using assessments for hiring—many times she and the assessments have prevented us from making costly mistakes—and if we ever go against her advice, or the assessments recommendations, we have learned the hard way.

Using the assessments has saved us many headaches, and, money. We use both the ProfileXT and Step One Survey II that she provides. The Profile XT helps us manage our employees and make sure that they are as productive as possible. As a result of using the ProfileXT, our quality of employee has improved dramatically, as well as productivity, and our turnover is less.

Early on, we learned we should never ignore the information the assessments can tell us, especially with the Step One Survey II, which we use as a screening tool. We ignored its advice: and hired a caretaker, even though the information we received said he wasn't a good hire for us. We ended up with a huge worker's compensation claim (a claim that was denied), but still resulted in the insurance carrier setting aside \$90,000, us having to pay \$40,000, and the carrier dropping us: and ultimately needing to pay 30% more in worker's compensation premiums. Had we followed the Step One Survey information, we never would have hired this individual—for less than \$50 we would have avoided the entire claim. Since then, we are more stringent about following our selection criteria—and our worker's compensation claims have been less and much lower.

I recommend Valerie highly as a partner in helping use the Profiles assessments in employee selection, coaching and management. She provides excellent client support and service, as well as the knowledge and expertise in using the assessments to further our own business success.