

AccuVISION[®]

Workplace Success Skills System

The *AccuVision Workplace Success Skills System* is a unique assessment tool that uses job simulation, video, and computer technologies to capture the skills and abilities required for success in today's entry-level workforce positions.



How Can the AccuVision Workplace Success Skills System Be Used?

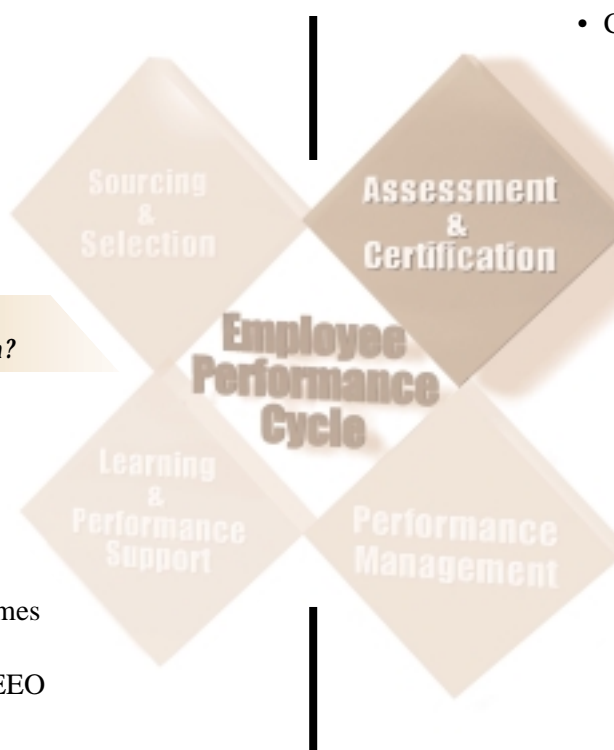
- Select entry-level employees.
- Provide a realistic job interview.
- Identify the strengths and developmental needs of existing personnel.
- “Kick-start” coaching, training, and self-development.

Why Use the AccuVision Workplace Success Skills System?

- Greater accuracy in hiring and promotional decisions.
- Reduces employee turnover.
- Streamlines the selection process.
- Predicts job performance four times as well as a typical interview.
- Compliance with the ADA and EEO requirements.

What Is the AccuVision Workplace Success Skills System?

- Comprised of video simulations, each depicting a realistic workplace situation and four possible response options.
 - Provides a feedback report that details the participant's probability of success, strengths, and developmental needs.
- Generates a structured interview guide based on the participant's responses.



Flexible and Easy to Use

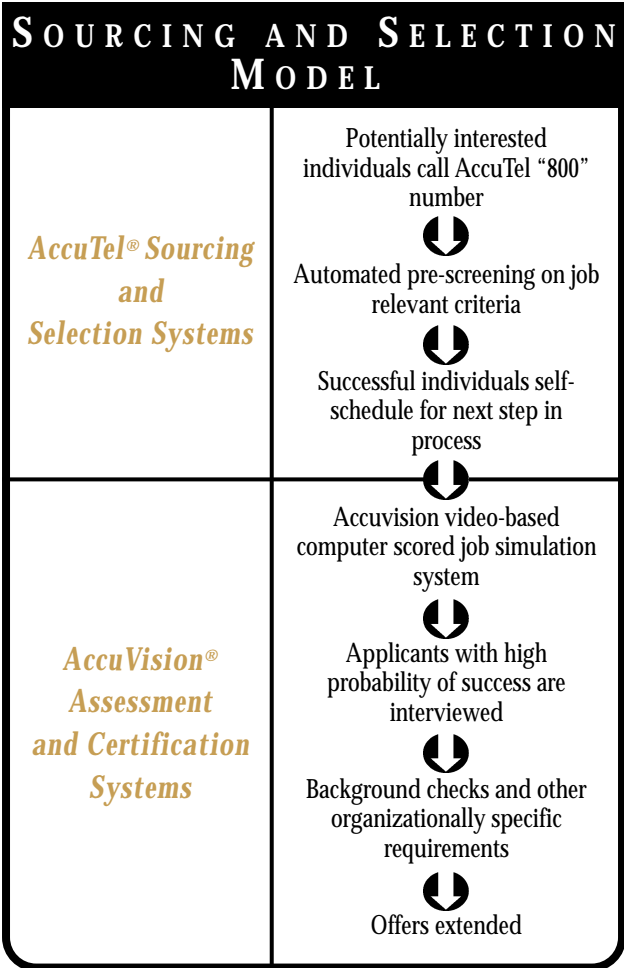
- Can be used as a stand alone tool or as part of an overall evaluation process.
- Administratively simple, requires minimal training.
- Can be administered individually or to large groups.
- Responses are computer scored and results are immediately available.
- Customer service support is available 24 hours a day, 7 days a week.



AccuVISION®

Integration With Other Programs and Tools

AccuVision is only one tool that AlignMark offers its clients to meet their selection and assessment goals. AlignMark's **AccuTel System** is an automated, interactive telephonic process which is used for sourcing and pre-screening entry-level employees. Combining **AccuVision** and **AccuTel** as a fundamental part of your sourcing and selection process provides you with a cost-effective, efficient, accurate, and administratively friendly system for obtaining and hiring the entry-level employees that will improve your organizational effectiveness.



Summary of AccuVision Workplace Success Skills System

1. INTERACTING WITH OTHERS

A series of video simulations covering a wide range of situations involving co-workers and supervisors assessing skills for: Working as a Group Member, Influence, Commitment to Quality, Customer Service Orientation, and Problem Solving.

2. TRAINABILITY

Participants observe an excerpt from a technical training session and respond to questions that assess each person's ability to absorb and apply new information.

3. STRUCTURING WORK ACTIVITY

Participants view a video containing instructions for a complicated task. They are then asked to arrange a list of action steps for completing the job in the correct chronological order.

4. LISTENING SKILLS

In several exercises, information and instructions are orally presented. Participants answer questions requiring factual recall of the information and interpretation of the content.

5. GRAPHS AND CHARTS

Participants preview a series of sample graphs and charts. Multiple-choice questions assess each person's ability to make an accurate interpretation of the information.

What AccuVision Can Accomplish

An organization that hired 100 new service providers per month used **AccuVision** to reduce turnover and improve performance.

- Turnover reduction from 51 percent to 38 percent resulted in an annual savings of \$546,000.
- Improvements to operating performance brought the total return to \$1.1 million annually.