Step One Survey®

The Step One Survey is a brief pre-hire assessment and screening tool that measures an individual's basic work-related values early in the candidate selection process. This assessment provides valid insight into an applicant's work ethic, reliability, integrity, propensity for substance abuse, and attitudes towards theft—including the theft of property, data and time.

Why Assess Employees with Step One Survey®?

It's a startling face - employees theft and fraud averages $9.00 a day per employee. That's about $2,000 per employee subtracted from your bottom line every year. While all employees have opportunities to steal, an employer's risk increases as people advance to upper levels of responsibility. High ranking executives have been know to embezzle tens of thousands - even millions of dollars. Could there be a better reason to hire people worthy of your trust?

Step One Survey help organisations reduce hiring risk in a quick and cost effective manner. It is a scientifically designed assessment tool that ehlps answer these questions:

— "Can this applicant be trusted?"

— "Is this applicant drug free?"

— "Is this applicant dependable?"

— "Will this applicant be a long-term, hard-working employee?"

In many organisations, it is the first screen that all applicants must pass before proceeding in the hiring process.

How does it work?

Most of our clients require job candidates to take the SOSII online, but paper and pencil is also available when this is not possible. An HR administrator simply forwards a link to job candidates. The assessment does not need to be monitored, so the candidate can take it from any computer with Internet access. The system instantly scores the assessment and informs the hiring managers where they can access the results.

We are the people development people.

Further info and bookings call or visit—

www.lma.edu.au
1800 333 270

Step One Survey®

Measures	Attitudes regarding: • Personal Integrity • Substance abuse • Reliability • Work ethic
Provides	Information about a candidate's • Past employment • Employment-related problems • Ilegal substance use • Theft of an emloyer's money, property, date, etc. • Computer/Internet/E-Mmail abuse
Time To Take	20 Minutes
Used for	• Reducing employee theft and fraud • Reducing loss of confidential information, trade secrets and computer data • Reducing drug testing costs • Reducing absenteeism and tardiness • Reducing lost time due to unauthorised computer, internat and e-mail usage • Selecting hones, hardworking employees who show up for work
Reports	• Interviewing Report • Quick Check Report
Validation Studies	Yes
Administration	Internet
Scoring	Internet

Step One Survey® helps your organisation

- Acquire valid insight early in a candidate's selection process

- Measure an individual's basic work-related values

- Assess an Applicant's work ethic, reliability and integrity

- Reduce the riwk when hiring new candidates in a quick and cost-effective way

AUTHORIZED PARTNER

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