

The Devine Inventory®

Assessment solutions for employee and team hiring and optimization

The Devine Inventory

- Do your prospective hires possess the time management capabilities and work ethic needed to accomplish their goals?
- Do your mid-level employees exhibit the right outlook toward their goals and your company?
- If so, can they pass those motivational attitudes along to others in their department?

Leaders of organizations today find themselves in a competitive environment that requires them to provide quality service and keep their costs to a minimum. To remain competitive, business leaders must select, retain and develop both employees and managers who can help them reach their service and cost-control goals.

The Devine Inventory assessment was created to help businesses meet those very goals by providing an additional data point on individuals. When taking The Devine Inventory, candidates must choose between two statements to determine which best describes them (i.e., an “Ipsative” or “forced choice” scale). The system then analyzes responses to provide insightful measurements of candidate or employee attributes.

The Devine Inventory system creates momentum in organizations by helping build a knowledgeable, responsive, high-performance culture. The system is flexible enough to assess all levels of employees, from entry-level associates to senior managers. It helps organizations select the very best and allows every employee the opportunity to develop and contribute to their organization’s objectives and long-term success.

The Devine Inventory is a secure, online solution that provides potential hires and employees the ability to take assessments at any time, from any location with Internet access.



Behavioral assessment

By analyzing behavioral tendencies of prospective hires or current employees, company leaders can assess the following traits:

- Work ethic
- Behaviors
- Attitudes
- Commitment

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How The Devine Inventory works

- Existing and potential employees log in and complete The Devine Inventory online, typically taking no more than 25 minutes.
- The Devine Inventory instantly processes the results and records each participant's unique profile, notifying hiring managers or supervisors via email when an assessment has been completed.
- Each participant's assessment results are automatically compared with the pre-defined "Success Profile" (requirements of the position for which each participant is applying).
- The Devine Inventory instantly produces a wide range of reports on each participant and identifies which candidates are potential top performers in your organization. Managers are able to return to completed assessment results later to generate new or additional reports.

Devine Inventory reports

A powerful component of The Devine Inventory is the breadth of output reports that can be generated. Each report listed below is specifically designed to address your assessment objectives.

HIRING REPORTS

Devine Inventory Hiring™

The Devine Inventory Hiring report can help you pinpoint the candidate most likely to be a top performer in a certain position by comparing his or her behavioral tendencies to your company's top performance behaviors, or a job "Success Profile." Devine Inventory-certified consultants will work with your organization to teach you how to accurately interpret results and build job Success Profiles. Devine Inventory Hiring also provides follow-up interview questions that help hiring managers determine whether certain "low-scoring" behaviors are caused by hard-wired behaviors of a candidate, cultural influences or transitory life situations.

Devine Inventory HiringPlus™

The Devine Inventory HiringPlus report expands upon the information derived from the Hiring report with the addition of an overall hiring recommendation and an overall applicant score, which is based on predictive analytical studies of current employees and performance metrics of a specific job group. As with Devine Inventory Hiring, HiringPlus includes a comprehensive assessment of The Devine Inventory's 33 behaviors.



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Devine Inventory HiringPremium™

Another option for improving your hiring process is Devine Inventory HiringPremium, a competency-based report that helps you decide which candidate will most successfully fill a job opening by providing an overview of each job applicant's inherent work capabilities. The HiringPremium report is easy to understand and highly customizable, and includes extensive interview questions so that your hiring managers can delve deeper into identified competency weaknesses or strengths during the interview process. Based on your particular needs, this report instantly recommends a candidate for hire, a candidate for hire provided certain conditions are met, or a candidate not be hired.

EMPLOYEE DEVELOPMENT REPORTS

Devine Inventory Develop™

The Devine Inventory Develop report guides you in enhancing your employees' strengths and improving their weaknesses. Charts provide an at-a-glance determination of an employee's suitability for specific jobs, and personal growth tips aid managers in developing performance improvement plans. Devine Inventory Develop is a useful tool for managers who want to ensure their employees, at any level, continue to adapt and grow within their positions.

Devine Inventory Coach™

The Devine Inventory Coach report was created to help the direct supervisor of employees facilitate the coaching process for behavioral development. The report includes narrative that compares each employee's behaviors with the defined behaviors for a particular position. Devine Inventory Coach teaches managers how to help employees in each area needing improvement, from assertiveness to vitality. The role of the coach is also clearly defined as it relates to each situation. In short, Devine Inventory Coach empowers managers to treat every employee as a unique individual poised for growth.

Devine Inventory 360™

The Devine Group offers a multi-rater feedback solution called the Devine Inventory 360. The results from the 360 facilitate self-awareness by allowing employees to view input about themselves from key stakeholders—the people they work with on a regular basis and know their work habits best. The Devine Inventory 360 is an effective tool for gathering an honest assessment of behaviors and habits of an individual that affect others in the workplace. Anonymous feedback comes from direct reports, peers and managers in the organizational hierarchy and is compared with an individual's self-assessment.



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TEAM DEVELOPMENT REPORTS

Devine Inventory Culture™

The Devine Inventory Culture report aggregates individual assessment results and combines those numbers into an anonymous staff summary of strengths and limitations. This report enables leadership teams to analyze their existing company culture, focus on aggregate strengths and address areas needing development.

Devine Inventory Team™

The Devine Inventory Team report contains composite results for members of your organization for a pre-selected group of behavioral competencies and behaviors. This report will help you assign roles appropriately and help your teams advance, resulting in a more efficient and effective organization.

Devine Inventory Team Analysis™

The Devine Inventory Team Analysis report helps organizations clarify the strengths and weaknesses of their sales team, explains how the team members and their leaders interact, and analyzes whether those interactions are enhancing performance or if they require modification. The Team Analysis report takes a thorough look at sales team leadership as well as individual team members, and provides an overview of recommended training areas.

Devine Inventory Team Scorecard™

The Devine Inventory Team Scorecard report contains aggregated assessment results of select employees for a pre-determined group of competencies. The graphical presentation of this data within the report helps to highlight specific cultural strengths and development opportunities for team members within your organization. This report identifies potential training needs as well as alignment of cultural strengths to the strategic vision of your organization.



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