

Test Name	Attitudes & Aptitudes	Description
Identity - GWS	<ul style="list-style-type: none"> • General Math • Grammar & Spelling Skills • Attention to Detail • Analyzing Skills 	<p>General Workplace Skills</p> <p>General Math Skills - covers general addition, word problems, subtraction, decimals, division, multiplication, percentages</p> <p>Grammar & Spelling Skills - Language Skills measures the degree to which this individual can quickly and accurately identify errors in word usage, punctuation, spelling, and capitalization.</p> <p>Attention to Detail - Attention-to-Detail measures the degree to which the individual can quickly and accurately compare two strings of letters and/or numbers much like tasks that involve verifying information.</p> <p>Analyzing Skills - Analysis measures the degree to which this individual can quickly and accurately answer questions by referencing information presented in the form of a table.</p> <p>Timed Test (29 minutes) - 80 questions</p> <p>General Math: 8 minutes Grammar & Spelling Skills: 5 minutes Attention to Detail: 4 minutes Analyzing Skills: 10 minutes</p>
Identity - COG	<ul style="list-style-type: none"> • Verbal Reasoning • Logical and Mathematical Reasoning 	<p>Cognitive</p> <p>Cognitive Ability measures the degree to which an individual is likely to reason logically and to understand and solve basic mathematical problems. While research has shown logical reasoning to be as important for most, if not all, jobs, this ability is especially important for jobs requiring analytical thinking and problem solving.</p> <p>Timed Test: 12 minutes - 40 questions</p>

Test Name	Attitudes & Aptitudes	Description
Identity - MGT	<ul style="list-style-type: none"> • Competitive Drive • Confidence • Leadership • Problem Solving • Stress Tolerance • Candidness 	<p>Management</p> <p>Finding top managers is critical for organizational success. There are specific personality characteristics and skills that are essential for managerial competence. For example, managers need to have leadership skills to build confidence with their staff. They must have excellent supervisory skills to motivate employees. Self-confidence and the ability to manage stress are also critical.</p> <p>Untimed (about 15-20 minutes): 95 questions</p>
Identity - SUP	<ul style="list-style-type: none"> • Service Orientation • Confidence • Problem Solving • Supervision • Stress Tolerance • Candidness 	<p>Supervisor</p> <p>Hiring effective supervisors can mean the difference between having productive, motivated employees and having a disgruntled, non-productive workforce. Effective supervisors require a number of important personality characteristics and skills. For example, supervisors need to relate well to employees, manage stressful work environments, and be team oriented.</p> <p>Untimed (about 10-15 minutes): 80 questions</p>
Identity - RSF	<ul style="list-style-type: none"> • Aggression Attitudes • Rules Adherence • Substance Abuse Attitude • Candidness 	<p>Risk Factors</p> <p>Workplace risk comes in many forms. A job candidate's attitude towards drug use and the inappropriateness of aggressive or even violent behavior are important measurements of the risk he or she might bring to the workplace environment. Similarly, a job candidate's trustworthiness and willingness to follow the rules will impact the level of risk they can bring to a place of employment.</p> <p>Identity ½ Risk Factors provide insight into the candidate's attitudes towards a variety of critical risk-related behaviors</p> <p>Untimed (about 10-15 minutes): 80 questions</p>

Test Name	Attitudes & Aptitudes	Description
Identity - GPP	<ul style="list-style-type: none"> • Adapability • Assertive Disposition • Competitive Drive • Confidence • Cooperation • Dependability • Leadership • Service Orientation • Stress Tolerance • Trust • Candidness 	<p>General Personality Profile</p> <p>Finding the right fit between people and jobs is essential for employee satisfaction and organizational productivity. If the job requires frequent contact with customers and co-workers in a service environment, a helping disposition and team-player attitude are critical. If the job is fast-paced with frequently changing roles, then flexibility is important.</p> <p>Identity-Workplace Personality assessment measures an individual's strengths and weakness on nine personality scales. The test can be used to select candidates, develop existing employees, or determine the managerial style that works best with an individual.</p> <p>This test is 140 questions and take approx 25 minutes to complete</p>
Identity - PRO	<ul style="list-style-type: none"> • Attendance • Rules Adherence • Dependability • Confidence • Candidness 	<p>Productivity</p> <p>Hiring productive employees should be the goal of every hiring manager. Characteristics such as dependability, the ability to show up to work as scheduled, a willingness to comply with company rules and procedures, and self-confidence are all keys to being an effective and productive employee.</p> <p>Untimed (about 10-15 minutes): 65 questions</p>
Identity - HCS	<ul style="list-style-type: none"> • Compassion • Patient Relations • Stress Tolerance • Team Relations • Candidness 	<p>Healthcare Service</p> <p>High-quality medical care involves not just expertise and technology, but also a commitment to giving patients the best experience possible in any healthcare environment. In order to ensure a positive experience for patients, healthcare organizations need to make sure they hire service-oriented, "team players" who are able to manage the stress of working in a medical organization.</p>

Test Name	Attitudes & Aptitudes	Description
Identity CSV	<ul style="list-style-type: none"> • Adaptability • Cooperation • Service Orientation • Stress Tolerance • Candidness 	<p>Customer Service</p> <p>Now that many businesses are able to provide the same quality products at competitive prices, customer service has become one of the key factors in determining the success or failure of today's organizations. Given the importance placed on customer service, organizations need to make sure they hire service-oriented employees.</p> <p><i>Identity</i> ½ Customer Service assesses critical abilities related to customer service success, including:</p> <p><i>Identity</i> - Customer Service also includes a Candidness scale that provides information as to whether a candidate may have answered questions in the assessment frankly and honestly.</p> <p>Untimed (about 10-15 minutes): 65 questions</p>
Identity - SAL	<ul style="list-style-type: none"> • Assertive Disposition • Competitive Drive • Confidence • Stress Tolerance • Candidness 	<p>Sales Potential</p> <p>Your bottom line depends on the ability of your salespeople to persuade customers and prospects to buy your product or service. And in today's competitive environment, sales ability is critical for a wide variety of jobs, not just those with direct-sales responsibility.</p> <p>Untimed (about 15-20 minutes): 95 questions</p>
Identity - LIS	<ul style="list-style-type: none"> • Basic Math Skills • Assembly Skills • Dependability • Inspection Skills • Substance Abuse Attitudes • Trust • Safety • Candidness 	<p>Light Industrial</p> <p>In today's fast-paced, dynamic manufacturing and light industrial environments, employees need to possess the basic skills critical for performing a wide array of tasks across a range of job responsibilities. Attitudes and behaviors concerning drug use, trustworthiness, and dependability are also critical to job safety and overall success in industrial work environments.</p> <p>Timed Test (25-35 minutes) - 100 questions</p>