HIRE
DEVELOP
RETAIN

Helping organizations build great cultures

www.zeroriskhr.com
“SINCE WE BEGAN USING THE ZERORISK HIRING SYSTEM, OUR RETENTION HAS JUMPED FROM 10% TO 77%....”

- HR Director, Sterling McCall Toyota

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EMOTIONAL INTELLIGENCE TOOLS DESIGNED FOR

- identifying culture, hiring top talent, developing employees, and improving communication.

**PRE-HIRE SOLUTIONS**
- Behavioral Interview Training

**POST-HIRE SOLUTIONS**
- Leadership Development Programs
- Human Capital Audit

Founded in 1998, ZERO RISK HR provides emotional intelligence-based pre-employment testing, leadership development programs, and strategic workforce planning.
FINALLY, AN ASSESSMENT THAT MEASURES THE WAY THE CANDIDATE THINKS

At the center of the ZERO RISK Hiring System® is an emotional intelligence assessment.

“We love using the behavioral interview questions contained in the candidate’s assessment report, especially since they relate to the emotional intelligence competencies of the candidate and the position. **We’ve lowered turnover by over 35%.**

- Vice President of HR, Elgin State Bank

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20 MINUTE WEB-BASED ASSESSMENT

OVER 1,000,000 ASSESSMENTS COMPLETED

VALIDATED FOR OVER 500 JOB TITLES

For use in predictive hiring and employee development

MEASURES 8 EMOTIONAL INTELLIGENCE COMPETENCIES
THE ZERO RISK HIRING SYSTEM®

The ZERO RISK Hiring System® blends a revolutionary behavioral science with state-of-the-art technology to reduce unwanted turnover, improve employee performance, and hire top talent. Using proven best practices, the ZERO RISK Hiring System® talent management software manages the entire employee selection and interview cycle to help your company achieve bottom-line results.

- 20-Minute Candidate Assessment Test
- Easy-To-Use Customer Portal
- 500+ Validated Hiring Benchmarks
- Overview of Candidate’s Strengths and Weaknesses
- Behavioral-Based Interview Guides
- Data Analytics for Performance Measurement
- Unlimited Customer Service
- Applicant Tracking System Integration
24/7 Access

The ZERORISK Hiring System® is cloud based and manages the entire employee selection and interview cycle. Easily access reports and assessment results anywhere, anytime, and from any device.

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<tr>
<th>PREDICTIVE HIRING IN 5 EASY STEPS</th>
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<tr>
<td>ASSIGN AN ACCESS CODE</td>
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<td>Generating an assessment code is easy and only takes a matter of seconds.</td>
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<td>CANDIDATE TAKES THE ASSESSMENT</td>
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<td>The assessment takes 20 minutes to complete, is web-based, available in 6 languages, and measures the candidate’s emotional intelligence.</td>
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<td>VIEW THE COMPLETED ASSESSMENT RESULTS</td>
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<td>Upon assessment completion, the system generates the candidate’s results and immediately sends an e-mail notification.</td>
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<td>COMPARE THE ASSESSMENT RESULTS TO THE POSITION BENCHMARK</td>
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<td>The system includes access to over 500 validated hiring benchmarks.</td>
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<td>CONDUCT A BEHAVIORAL INTERVIEW</td>
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<tr>
<td>The hiring system produces a customized interview strategy and legally reviewed behavioral interview guide for each candidate.</td>
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Behavioral Interview Training

Our 2-hour online training course covers an introduction to behavioral interviewing. This is a great course for hiring managers and anyone in your organization who is new to interviewing.

LEARN

- Interview preparation, techniques, and best practices
- How to conduct a behavioral interview
- The STAR behavioral interview approach
- Advanced primary and secondary probing techniques
- How to create and implement a candidate evaluation strategy

COURSE FEATURES

- 24x7 online convenience
- Low cost—only $49.95 per course
- Interactive course material
- Roleplaying examples
- Certificate of completion
- 2 hours of CE credit toward PHR and SPHR
- Behavioral Interview Guide ready for immediate use

For just $49.95

* $10.00 fee to add HRCI credit

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Leadership Development Programs

**MANAGER DEVELOPMENT PROGRAM**

Equip your people managers with clarity about their natural strengths and blind spots and assist them in leading their direct reports to desired business outcomes.

- Customized Strengths and Weaknesses Report

**EMPLOYEE DEVELOPMENT PROGRAM**

Provides emotional intelligence-based training to keep employees engaged and equip them with knowledge of how to effectively work with their peers and direct managers.

- Customized Strengths and Weaknesses Report

**TEAM DEVELOPMENT PROGRAM**

Provides a comparison of the manager’s thinking patterns, emotional intelligence competencies, and core motivators with each direct report and then guides the manager on how to work with each person.

- Motivators Summary Report

**NOW IS THE TIME TO GROW YOUR FUTURE LEADERS**
13 PERSONALIZED eLessons with topics like

- Putting People in the Right Positions
- Directing, Coaching, and Delegating Others
- Reviewing Performance

13 PERSONALIZED eLessons with topics like

- A Flexible, Responsive, and “Can-Do” Approach
- Being Bigger Than the Job: Manifesting a Learning Attitude and Habits
- Bringing about Desired Results

Communication & Team Directory Report

- Summary of how the leaders’ motivators compare to their direct reports
- Direction on how each leader can effectively motivate each direct report
- Insights on how to have crucial conversations without making direct reports defensive

“ZERORISK HR HELPS US SELECT THE INDIVIDUALS WHO FIT INTO THE WORKPLACE AND POSITION, AND PROVIDES MANAGEMENT WITH INSIGHT ON HOW TO BEST WORK TOGETHER. EFFECTIVE COMMUNICATION AND JOB PLACEMENT ARE NOW SECOND NATURE.”

- President, Citizens National Bank
Strategic Workforce Planning

Your employees are your most valuable asset, and making sure you have the right people in the right positions is instrumental in achieving company success. The ZERO RISK Human Capital Audit is designed to identify, through objective measures, the overall culture, strengths, weaknesses, and blind spots of your organization. Being armed with this information now makes it possible to align your company’s human capital with desired business outcomes.