



Overview of Quantum's Performance Solutions

Quantum Performance Solutions offers its clients the "next generation" in assessment-based solutions by designing a Performance Intelligence Platform which delivers an intelligent, online system that easily administers and analyzes small or large volumes of assessment information. We make it simple for a team to understand the implications of assessment results -- turning results into actionable data. Our products generate reports that are data-driven, providing the analysis necessary for organizations to make salient decisions.

Quantum Performance Solutions product line includes:

- ⊙ **Online assessment tools** – Tools manager's use in hiring, managing, motivating and retaining employees by measuring performance and communications style, personal drivers, motivators and ambitions.
- ⊙ **Job Benchmarking** - Identify key characteristics of existing top performers. Instantly match candidate scores to ideal scores. Custom generated, candidate specific behavioral interview questions are generated based on the gap between the candidate scores and the ideal scores.
- ⊙ **MVP Report™** (Most Valuable Profile) - Details (in narrative) an executive overview of the ideal candidate -- allowing the hiring team to "get to know" the ideal candidate before the interview -- making it easier to identify your future top performers when you see them. Information from this report can be repurposed in job ads and job descriptions.
- ⊙ **Balanced Hiring Scorecard®** - Enables the entire hiring team to complete candidate interview scorecards based on objective, unbiased criteria which are then compared to each other.
- ⊙ **Team Playbook** – A valuable management tool that generates one-page executive summaries providing the most useful data about an individual (strengths, weaknesses, management tips, etc)
- ⊙ **STAT™ - Sales Team Analysis Tool** - a visual representation of a team people that represents team communications styles, ambitions, and cultural preferences. The STAT allows managers to instantly spot trends, predict style, understand corporate culture or identify potential conflicts.
- ⊙ **Advisor™** — A sophisticated, "Performance Intelligence Platform" which generates, stores and analyzes candidate, individual and team assessment results for use in wide variety of business solutions. Advisor™ is a mature platform and has been intelligently analyzing candidate and employee data since 2005

"Best in class organizations are 62% more likely to use assessments and test-building software to support and/or narrow their placement and promotion efforts."

Aberdeen Research -

The 2009 HR

Executive's Agenda --

Driving Business

Execution and

Employee Engagement



PERFORMANCE OPTIMIZATION ASSESSMENTS
Aligning business and employee goals to drive company performance

Quantum's Performance Solutions assessments were initially designed 25 years ago and are based on the 1920's original research of Dr. William Marston of Harvard University and Dr. Eduard Spranger of the University of Berlin. Their research showed a strong connection between excellent job fit and the following 2 measurable characteristics:

- ⊙ **Behavioral Style** – *Quantitative analysis* - "How" a person naturally does their job ... aggressively, warmly, strong sense of urgency etc.
- ⊙ **Ambitions** – *Qualitative analysis* – "Why" people do what they do ... Drivers that naturally move a person to action – i.e. their desire for results and being paid for performance, desire to learn and teach, desire to strongly compete etc.

These instruments have been repeatedly validated -- most recently in July of 2008.

Characteristics measured by these tools are directly related to top performance in a sales role. The approach is to find sales people that are self-motivated to sell -- they experience the most satisfaction when they are selling, learning and competing. This approach reduces the amount of training, hand holding and constant remedial action by the manager. Output from Quantum's Performance Solutions assessments can be used both in the Talent acquisition, on-boarding, retention and transition.

We welcome you to sample these tools by clicking on the following link and completing your assessment!

<http://bit.ly/QuantumAssess>



"Improve your aim"