



HOW WE KEEP TURNOVER TO A MINIMUM



IT'S A SAFE BET
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Weiser's Major Focus: Employee Turnover

Success and performance cannot be achieved without stability, cooperation, communication, and a sense of future. Our major focus is turnover and to keep it to a minimum we use several methods such as:

- ✓ Our vigorous screening process. 16 background standards, 18 physical and mental standards, a 16 step selection process.
- ✓ Our Guard Performance and Assignment Profile, InnerView™, in order to match officer motivation to post conditions.
- ✓ Our Statistical Quality Control Program of leading indicators, to help measure progress.
- ✓ Small span of control to foster one on one relations.

However, above all else, we respect our security officers. Their efforts often go unnoticed and it's important that they receive the recognition and respect they deserve.



Want to know more about Weiser's
employee performance?



**Download our Employee
Performance Infographic**



Are you considering changing your
security provider?

**Schedule a free consultation
with a Weiser professional**

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SECURITY SERVICES, INC.

WEISER SECURITY'S TURNOVER STRATEGY

Turnover is a frequent issue in the security industry. This is why Weiser Security has made it a top priority to keep it to a minimum.

HOW? With Innerview™, our proprietary, pre-employment screening profile created by ourselves.



INNERVIEW STOPS HIGH TURNOVER

When officers are properly placed in a job that is suited to them, they are more engaged and most likely to remain at the post.

81.5% of our officers have been with Weiser for one year or more.

PROPER PLACEMENT DRIVES PERFORMANCE AND LOWERS TURNOVER

There are two elements that Innerview reviews that are key for a suitable placement: *Public Contact* and *Activity Level*.

PUBLIC CONTACT

Some people are better suited to deal with people, others are not. This could be because of such things as:

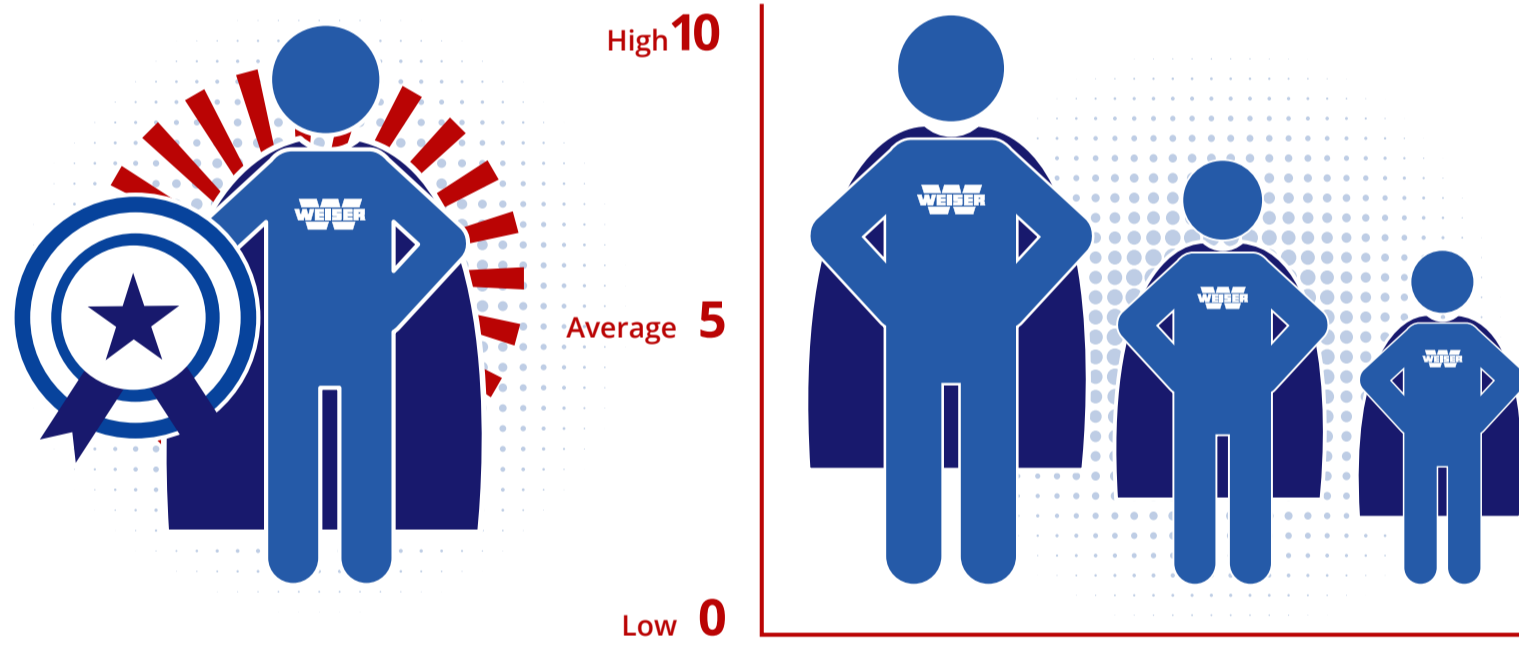
- ✓ Temper
- ✓ Not having customer service attitudes
- ✓ Affiliation drive
- ✓ Emotional control
- ✓ And more

ACTIVITY LEVEL

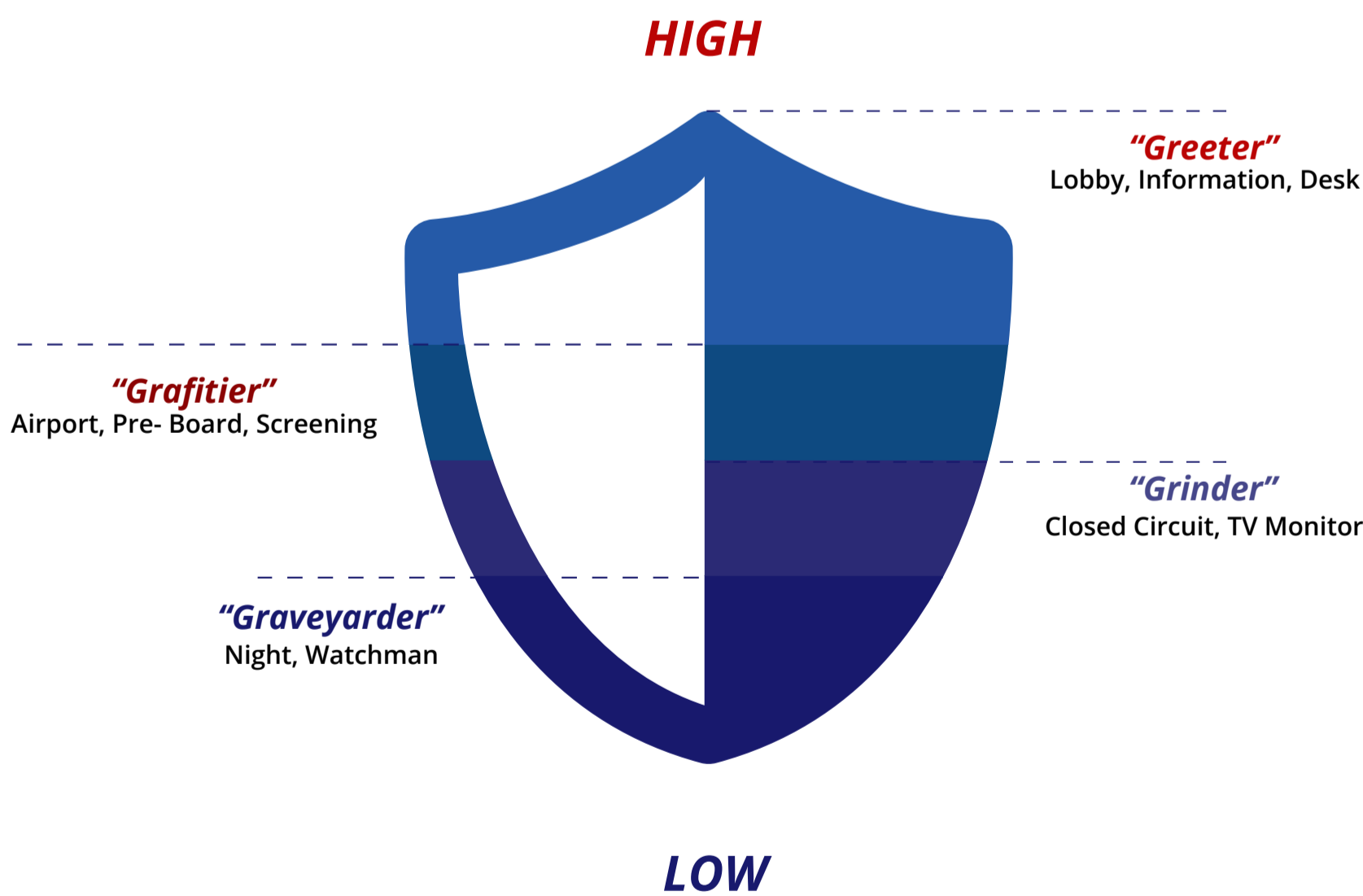
It relates to:

- ✓ Attention to detail
- ✓ The high or low level of activity
- ✓ Responsibilities
- ✓ Number and difficulty of tasks
- ✓ Etc

AGAIN, WE RATE THE PERSON AND POST ON A 10 SCALE.

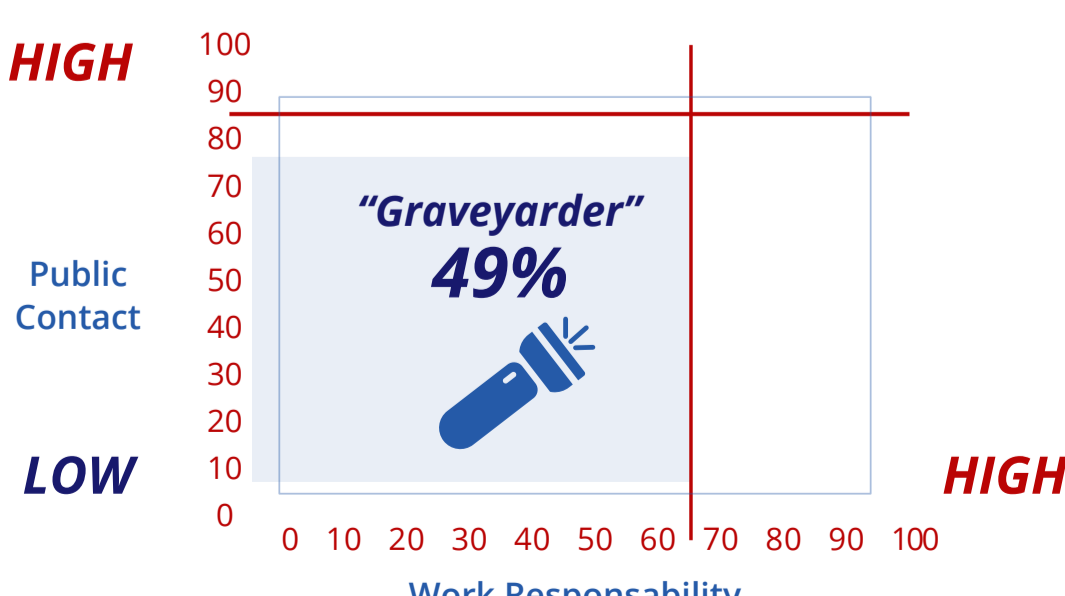


We put the two scales together, and we end up with four security officer types



For example

49% of all applicants for security officer positions should not be dealing with people nor should they be assigned with responsibilities with high activity or attention to detail. When those 49% are assigned to a Grafitier position, turnover averages by 613%.



Every one of our competitors place their people with a role of the dice. For them it's a crapshoot. At Weiser Security, we have a crystal ball, our own scientific profile, validated on security officers in the workplace. It shifts the odds of success in our favor.