The Benefits of Using InnerView™

InnerView™ is a proprietary, pre-employment screening profile created by Weiser Security. It is designed to identify and place applicants “most likely to succeed” as security officers, taking stock of applicants’ stability, dedication, reliability, and a true commitment to customer service.

Universal post variables

InnerView™ is placement application based on two variables universal to all posts:

1. The importance of interpersonal skills. If a post requires a great deal of public contact, the officer should possess a higher motivation for sociability, affiliation drive, emotional control and customer service attitudes.

2. The complexity of duties. The more complex the duties, the more attentive to detail the employee must be, the more task and difficulty of duties, the more the candidate needs motivation for activity.

Security officer types

Combining these two dimensions allows us to identify four types of post assignments. In turn, these describe four distinct “types” of security officers.

Officers who are comfortable with their posts report more job satisfaction, which contributes to better performance, lower turnover, and fewer problems all around.

With InnerView™, Weiser Security provides you with the right “piece of the puzzle.”

InnerView™ is the only tool available today that screens specifically for security guards. In a sensitive business environment, InnerView™ provides an objective, reliable second opinion for selection and placement decisions. Within minutes, InnerView™ provides specific recommendations for hiring and placement decisions.

What can InnerView™ do?

It identifies the best applicants.

For Public Contact

- Saves time and pre-screens applicants so managers can spend more time with the most promising candidates, have more time to conduct effective interviews, and check references.

- Increases productivity by matching people to posts where they will be most successful.

- Identifies high potential and uncovers hidden talent.

- Helps evaluate recruiting sources, providing a quick and valid check on applicant flow.

- Offers a fair, objective method to assist in hiring and development decisions.

For Work Alone

- Reduce turnover: Applicants with poor work ethics are identified “up front.” Those who are hired are placed in posts specifically matched to their personalities, experience, and likes and dislikes, are more likely to stay.

- Helps avoid legal problems. Coupled with effective interviewing.

For Complex Posts

- It screens out:
  - Inability to follow instructions
  - High absenteeism
  - High turnover risk
  - Dishonesty

For Public Contact

- Highly energized, introvert

- Highly motivated, introvert

- Low energy, introvert

- Low energy, extrovert

- Low energy, introvert

- Low energy, extrovert

- High energy, introvert

- High energy, extrovert

- Very high energy, introvert

- Very high energy, extrovert

- Low energy, introvert

- Low energy, extrovert

- High energy, introvert

- High energy, extrovert

- Very high energy, introvert

- Very high energy, extrovert

The Right Piece of the Puzzle