



SECURITY SERVICES, INC.

# THE RIGHT PIECE OF THE PUZZLE

## Weiser - InnerView™ Data Sheet

### InnerView™: the right piece of the puzzle

InnerView™ is a proprietary, pre-employment screening profile created by Weiser Security. Its purpose is 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.

### What can InnerView™ do?

It identifies best applicants:



For Public Contact



For Work Alone



For Complex Posts

### It screens out:

- Inability to follow instructions
- High absenteeism
- High turn-over risk
- Dishonesty

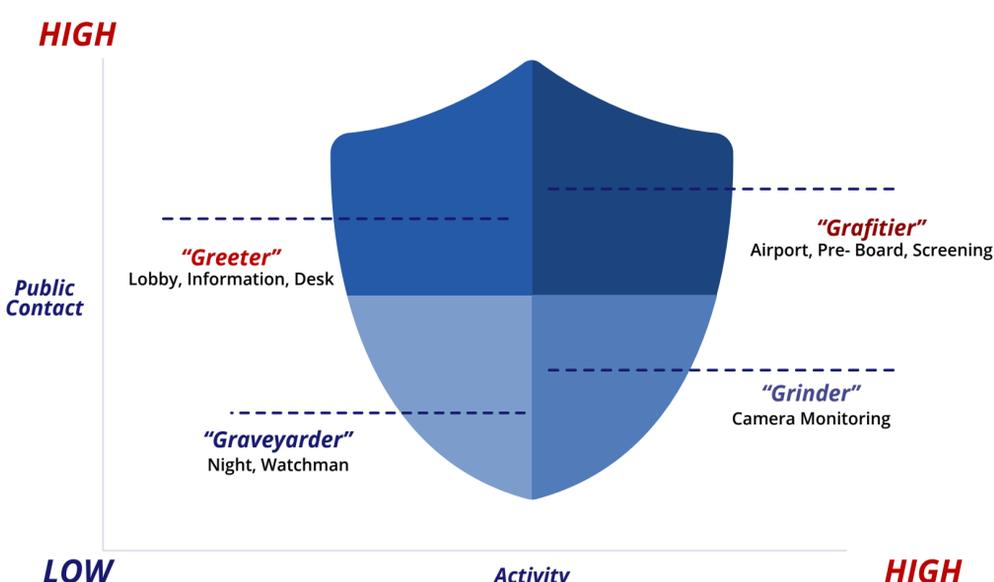
### Universal post variables

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

- 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.
- 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 classify 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.

## The Benefits of Using InnerView™



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.



Reduces turnover. Applicants with poor work ethic are eliminated "up front." Those who are hired are placed in posts scientifically matched to their personalities, experience, and likes and dislikes, are more likely to stay.

Identifies high potential and uncovers hidden talent.



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

Helps avoid legal problems. Coupled with effective interviewing



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