



Assessing Personality for Job-Person Fit WBI Certification Workshop

Thursday, November 19, 2015; 8:30 a.m. – 4:00 p.m.

Identifying Winners

Hiring the right people, matching their characteristics to work requirements, and helping them develop are crucial issues for organizations. **Assessing Personality for Job-Person Fit** is a one-day workshop that trains, certifies, and improves participants' skills in interpreting job-related personality assessments.



The workshop will provide a comprehensive tutorial in how to use and apply the Work Behavior Inventory. You will gain insight and interpretive skills through real work examples, case studies, and feedback. By attending this workshop attendees will have the knowledge to use the primary tools in AAI's suite of assessments.

Each participant will have access to take the WBI to help facilitate feedback. You also have the opportunity to try, free of charge, any of the other 25 AAI assessment tools.

Workshop Objectives

By the end of the course you will have an understanding of:

- How to identify selection criteria (selection competencies).
- How to administer the [Work Behavior Inventory](#).
- How to interpret the [Work Behavior Inventory](#).
- How to give feedback from the [WBI](#)
- How to address job-person fit for employee selection decisions.
- How to use the [WBI](#) for Employee Development and Talent Management applications.
- How to assure Legal Defensibility when using the [WBI](#) and [AAI assessment tools](#).

Workshop Agenda

1. How to choose assessment tools and matching them to the job.
2. Administering and scoring assessments
3. How to interpret personality-based assessment
 - A. Interpreting profile charts
 - B. Matching people to jobs
4. Managing Distortion
5. Using Personality assessments
 - A. Selection
 - B. Development
 - C. Talent Management
6. Providing Feedback
7. Validity, diversity, & Legal defensibility



Workshop Information

Date: Thursday, November 19, 2015

Time: 8:00 am to 4:00 pm

Place: Crescent Ridge Corporate Center: 11100 Wayzata Blvd, Minneapolis, MN 55305.

Cost: \$195 per person. Price Includes:

- A Copy of the **Coaching Winners** book.
- An on-line administration of the [WBI](#) (with Coaching & Development Report) and the Applicant Profile Inventory with your reports.
- Lunch

To reserve your place at this dynamic workshop, please contact Alexandra Rose at Assessment Associates International. She can be reached at:

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