

Performance Skills Index™



The Situation

Have you thought about the cost of hiring candidates who cannot pass your training or licensing program? What about the costs of bringing on candidates who don't have the skills needed to succeed as sales or service representatives? These costs add up fast and make for a very expensive step in your recruiting and selection process. You can reduce these costs from the start by identifying candidates with performance potential and by aligning training to their primary learning style.

How We Can Help You

The Performance Skills Index assesses candidates' ability to pass licensure exams so you can screen out clearly unqualified candidates.

Equally important, each report explains a candidate's primary learning style. You learn how to effectively train and develop each new hire and help them succeed. You also receive interview questions to help you explore potential areas of concern. Each question includes tips to evaluate and rate candidate responses.

The report can also include information about candidates' probability of passing life and health insurance, property/casualty insurance, and FINRA licensing exams. You can use this information to screen out candidates who are likely to fail their exams and to identify candidates who will need extra help preparing for them. Your company can focus its resources on the right candidates and put them on the right track.

How It Works

The Performance Skills Index measures each candidate's ability to learn and remember information. It is a multiple-choice test that includes questions on verbal knowledge, verbal logic, reading, and math. It instantly scores a candidate's responses and generates a report including:

- An overall performance rating
- Probabilities of success
- A training guide based on the candidate's primary learning style
- Interview questions and evaluation tips
- A summary report to hand to the candidate

The test is best used early in the assessment process, before a lot of time is spent training and preparing candidates for the job.

The Performance Skills Index is available through LIMRA's web-based selection system that makes candidate selection effective, efficient, and timely. Test results are instantly computed and reports are available to your managers. The reporting system allows key people at your company to monitor and analyze test results.

Contact Us Today

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Navigate With Confidence

Performance Skills Index™

Product Features	Benefits You See
Overall performance rating	<ul style="list-style-type: none">• Learn which candidates are likely to succeed• Helps you redirect unqualified candidates
Life and health insurance, property/casualty insurance, and FINRA licensing success rating	<ul style="list-style-type: none">• Identifies candidates who are likely to pass their exams or will need extra help preparing for them• Helps you screen out candidates who are likely to fail their licensing exams• Reduces training costs and retest fees
Candidate training and development	<ul style="list-style-type: none">• Identifies each candidate's primary learning style: Active, Practical, or Theoretical• Explains candidate's preferred training environment and provides "homework" assignments for more effective training
Interview questions for "red flag" areas	<ul style="list-style-type: none">• Provides questions exploring areas of concern• Includes tips for evaluating responses
Personal feedback report	<ul style="list-style-type: none">• Helps candidates understand their primary learning style• Helps candidates get the most out of training and development opportunities
Extensive validation research	<ul style="list-style-type: none">• Meets professional testing standards• Proven to predict on-the-job performance and licensing success• Legally defensible
Product training	<ul style="list-style-type: none">• Helps you understand and use test results