

Trego Takeaways

At A Glance

Everyone who predicts something has the same bottom line...Accuracy. Unfortunately we live in a world of uncertainty, and error is inherent in prediction, particularly in predicting how an applicant will perform on a job.

Endorsement Scale

As a manager, you spend more time making people decisions than anything else and you should, because no other decisions are so long-lasting and the consequences so difficult to change. When you make a decision to hire an applicant, you are not only making a decision, you are also making a prediction. Everyone who predicts something has the same bottom line...Accuracy.

Unfortunately we live in a world of uncertainty, and error is inherent in prediction, particularly in predicting how an applicant will perform on a job.

For example, according to Peter Drucker "How To Pick A Winner", Harvard Business Review, "Executives who do not make an effort to get their people decisions right, do much

more than risk poor performance, they risk losing their organization's respect. And yet, by all accounts, their batting average is no better than 33%. At most, one third of such decisions turn out right, one third are minimally effective and one third are outright failures."

Every manager has to make hiring decisions. In the final analysis, however, the best we can do is attempt to minimize and control error thus improving the probability of making correct predictions. Scale 19, Endorsement, of the Trego Personnel profile predicts a candidate's suitability for a specific position. Although it does not provide 100% accuracy, it is based on psychometric principles designed to minimize and control error, thus increasing the probability that you hire the Right person for the Right job.

Key Takeaway

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