

The TriMetrix System—Attributes, Behaviors, Values Three Reports in One

Cemeteries and Funeral Homes everywhere are seeking better ways to secure the talent necessary to their success. Jobs and the specific talents of the people who fill them are the unique building blocks of a company's success. But what talent does a "job" require for excellent performance? Only the JOB has the answer, so lets "job talk."

The revolutionary TriMetrix System enables cemeteries and funeral homes to benchmark jobs and assess the talents they require for maximum performance.

First—Benchmark the Job

Key Accountabilities

The TriMetrix System begins with a list of "key accountabilities" of each targeted job. Key accountabilities are the critical goals and the key business successes the job is accountable for producing. When defined, they serve as a reference point in producing the TriMetrix Job Report.

TriMetrix Job Report

This report is a job benchmark. It provides a template for specific talent selection for the successful performance of that job. Based on a unique 37 factor analysis, the TriMetrix Job Report lists the job requirements into three separate talent categories: rewards/culture, behavioral traits and job attributes.

Second—Assess Personal Talent

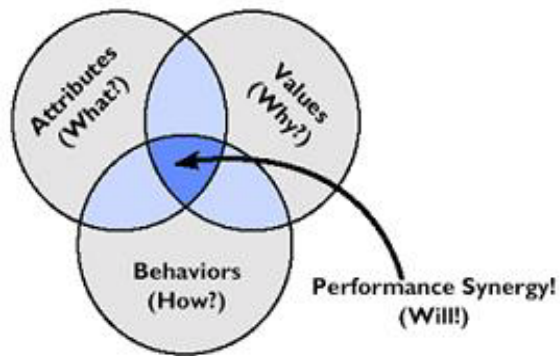
Interviewers agree that the interview process is minimally effective at best. What is needed is an unbiased assessment that reveals people's VALUES that motivate them to do the job, the BEHAVIOR the will bring to the job, and whether they have the specified talents or ATTRIBUTES to do the job.

TriMetrix Personal Report

This report provides a summary of a person's talent to match the identical areas outlined in the TriMetrix Job Report. Within the framework of company's overall selection and development processes, this report reveals the WHY (values), HOW (behaviors) and WHAT (attributes) an individual can contribute to a job.

Now, Match the Talent to the Job

The right TALENT in the right JOB spells success. The TriMetrix System enables companies to replace common biases often involved in the selection process with factual data based on JOB REQUIREMENTS.



Wesner Associates, Inc

3400 Marble Crest Drive
Land O' Lakes, FL 34638
813-909-8830, fax 954-827-8444
www.wesnerassociates.com