

## Skilled and Safe Operator



### Your Challenge

Are these common employee issues a problem for your organisation?

- High turnover, absenteeism, tardiness and incidents
- High incident rate or safety violations due to employees with at-risk behaviours
- Employees with technical skills and mechanical savvy, but no “soft skills”
- Mistakes caused by poor work ethic and low attention to detail
- Lengthy and cumbersome hiring process that yields mixed results
- Unmet production quotas due to poor attitudes and conflict among employees

If you answered “Yes” to any of the above, Russell Consulting has the solution—the **Skilled and Safe Operator Assessment**.

### Our Solution

Your company understands that no one impacts profitability and productivity more than the people who work on the front line. From the beginning, quality and quantity need to be built into the process.

Russell Consulting provides industry-leading assessment systems to help you efficiently and accurately identify the people with the relevant skills and abilities to contribute to your bottom line. These highly accurate assessment systems evaluate candidates for various team member positions including operators, assemblers, distribution workers, maintenance technicians, process technicians and frontline workers.

### Benefits

Using **Skilled and Safe Operators** improves your company’s productivity by increasing your ability to predict who will be a high-quality employee. By increasing the quality of employees, you decrease absenteeism, turnover incidents and injuries.

**Skilled and Safe Operators** will also identify individual who are more likely to be involved in safety incidents.

**Skilled and Safe Operators** assesses both positive and negative traits in one powerful system. Its unique assessment battery measures key competencies such as:

- Attention to detail
- Work ethic
- Risk/Reliability
- Safety Orientation

- Personal responsibility
- Leadership potential
- Positive attitude
- Teamwork
- Qualitative problem solving
- Quantitative problem solving
- Process monitoring
- Work tempo
- Mechanical Reasoning (Optional)

At the same time, the assessment uses interactive, engaging, and realistic computer-based graphics to measure productive behaviours, such as attention to quality, problem solving, ability to learn, process monitoring, visual acuity, work pace and teamwork.

Types of results Russell Consulting can help you achieve:

- 10%–50% decrease in worker’s compensation claims
- 15%–40% decrease in drug usage
- 5%–10% increase in work pace
- 5%–10% increase in productivity
- 10%–15% increase in quality of work
- 20%–30% increase in overall supervisor performance ratings

“Our cost per hire has been reduced by 25 percent and our turnover in the year after using this system is the lowest it has ever been. We processed 11,000 applications for 525 jobs in a 6-month period. That would have been impossible with our old system.”

Greg Smith  
Human Resources  
Manager  
Subaru-Isuzu

Russell Consulting™  
leadership – safety – people

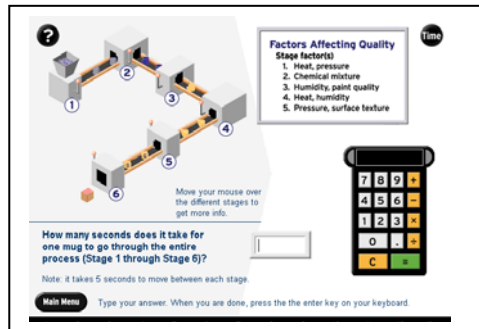


To learn more about Russell Consulting International and our products and services, contact us at **03 9696 3166**. Or visit us on the Web at [www.russellconsulting.com.au](http://www.russellconsulting.com.au). Russell Consulting International is licensed to market, sell, and implement Select International, Inc. USA products and services in Australia & Asia Pacific.

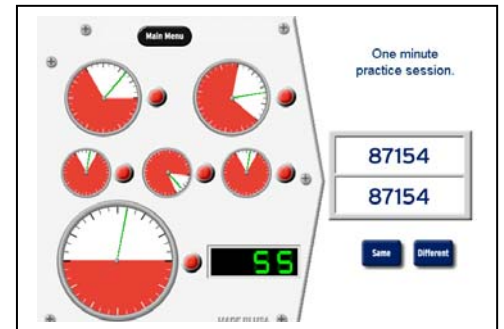
## Solution Features

The assessment offers candidates a highly realistic preview of the job, while giving you a realistic picture of their abilities. Candidates monitor gauges, check processes, and evaluate product quality. They get a clear picture of the job, while you get a clear picture of their aptitude and motivation to do it.

### *Problem Solving Assessed* Production Simulation



### *Process Monitoring Assessed* Gauge Simulation



**The Skilled and Safe Operator assessment** measures basic competencies for entry-level positions and is often one piece of a larger selection system. It may include one or more of the following options:

- *EZ App Recruiting* – Russell Consulting’s fast and convenient web-based application system
- *SelecTrak* - our powerful web-based applicant tracking and reporting database
- *Behavioural Interviewing* - Russell Consulting’s efficient and structured behavioural based interview process