



# WORKFORCE MANAGEMENT

## Social Recruiting

Social Media Ads on Facebook, Instagram, **Text to Apply**, **Indeed** Job Board, Employee Facebook Viral Sharing, **Finds More Candidates**

## Save Managers Time

Automated OnBoarding Program, Scheduling & Training processes with transparency to **Distribute Workload**

## Improves Interview Technique

Provides Behavioral and Situational Interview questions to create a standard system and process to **Select the Best Employees**

## Competitive Advantage

Hiring the right people the first time gives the organization a competitive edge to build a **Higher Quality Staff**

## Reduces Turnover

**Assessments** identify candidates with the right behaviors who stay longer, perform better and are unlikely to leave or be fired

## Reduces Paperwork

TraitSet® Hire-OnBoard is online and is paperless, reduces errors, **E-Verify**, tracks **FEDERAL TAX CREDITS!**



*TraitSet processes over 5 million applications and prescreening assessments annually for restaurants, hospitality and healthcare businesses*

**TRAITSET® is a Cloud Based WORKFORCE MANAGEMENT SYSTEM that Helps Recruit Employees, Identify the Best Candidates, Create a Paperless Employee File, Establish an Online Training Program and Facilitate Electronic Scheduling. TRAITSET® REDUCES EMPLOYEE TURNOVER BY UP TO 50%**



### TRAITSET HIRE

TraitSet® offers an online **APPLICATION** in conjunction with **BEHAVIOR ASSESSMENTS** that pre-screen for Work Ethic & Integrity, Leadership, Customer Service and other key behavior traits.



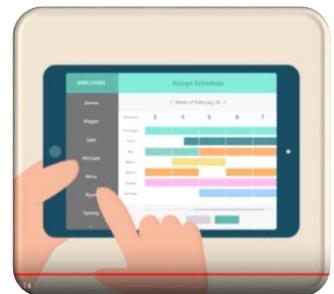
### TRAITSET ONBOARD

TraitSet® OnBoard provides a secure online paperless process for new hires and existing employee's **ENROLLMENT FORMS**. All State and Federal employee documentation, I-9, E-Verify, WOTC, Background Checks, company policy manuals and forms are completed, stored and signed online.



### TRAITSET TRAIN

The Online **TRAINING** library is an efficient, consistent and cost effective way to train your entire team. Our services range from an "a la carte" menu to customizable solutions integrating your existing policies and procedures.



### TRAITSET SCHEDULE

A secure web based **SCHEDULING** solution that is designed to work with smartphones. Our solution provides information that will be delivered fast, streamline the scheduling process and reduce controllable labor costs.



TraitSet Assessments are **behavioral** evaluations NOT personality tests. Our assessments measure and predict more specifically than personality tests

## Work Ethic and Integrity

The most important behaviors needed in every employee are work ethic and integrity. When you hire the candidate will he/she show up, do a good job and be as concerned about their job as you are? Do they go that extra mile? What is their integrity measure?

## Antagonistic Behavior

Based on the candidate's responses, this assessment measures where a candidate is on the dimension from passive to aggressive-and-hostile. Find out about possible harassment and violence potential before you hire

## Sales Potential

Does the candidate have what it takes to sell product or services, identify customer needs, and deal with objections? Can that person help you make money?

## Leadership

Does the person have the behaviors of confidence, dealing with problems in a pro-active way, and positively influencing others? Can that person help develop and manage people?

## Customer Service

Does the candidate have the social skills and interest to treat customers with respect and resolve their problems? Can he/she help not only service your customers well but keep them coming back?

## Working with Numbers

We offer two basic Money Math employee assessments to measure fundamental numerical ability. One is designed for Cashiers who handle money transactions; and the other includes percentages and discounts found in industries like Retail.



**BUFFALO  
WILD  
WINGS**



 *the Riverview*  
The Riverview Care and  
Rehabilitation Center

*My people are excited about the results: time savings, better candidates to interview and less time wasted with non-qualified candidates*

**-Arthur Lee, Managing Member, Lee Wesley Restaurants LLC Burger King**

*TraitSet® is a great programmatic tool for helping control variable costs for an organization...not to mention the increase in product quality and customer service.*

**-Bonnie J. Knudson, PhD, Professor The School of Hospitality Business, Broad College of Business, Michigan State University**

*TraitSet® has been an asset to our interviewing process over the past year, we're using this tool...to help in the process of building a strong, guest focused team. I would most definitely recommend TraitSet®*

**-April Cobb, General Manager, Big Apple Bagel**

*TraitSet® has greatly improved our hiring process for; Nursing, Dietary, Office and Maintenance. Turnover has been reduced up to 40% and we have expanded TraitSet from one facility to all of our locations!*

**-Elysa Massey, Administration, The Riverview Care Center**