

SELECT Personal Service Overview

SELECT for Personal Service is a personality-based survey designed to measure characteristics that have been found to predict job effectiveness for those employed in personal service roles.

Through our research with service provider jobs, we have identified several key personality characteristics that contribute to job success. **SELECT for Personal Service** allows you to hire associates who will *work cooperatively, exceed customer expectations, foster new and repeat business, enjoy serving and interacting with customers and remain composed under stress*. It will also identify those applicants with low integrity and who are poorly suited for the job.

What Does It Measure? The two central indices are Integrity and Performance. The Performance Index has been validated to predict the traits associated with successful performance on the job. The Integrity Index has been validated to predict the attitudes, personal integrity, and work ethic in relation to being effective on the job.

SELECT to Hire the Best

SELECT for Personal Service contains statements that measure characteristics related to effective job performance in the personal service role. Some positions include:

- Hair Stylists
- Barbers
- Cosmetologists
- Make-up-Artists
- Photographers
- Salon Service Providers