PAIRIN

The first cloud-based management system for real world employee achievement.

55-86% ⬇
Applicant evaluation time

12-67% ⬆
Employee retention

Shorter,
more insightful interviews

Focused
employee coaching
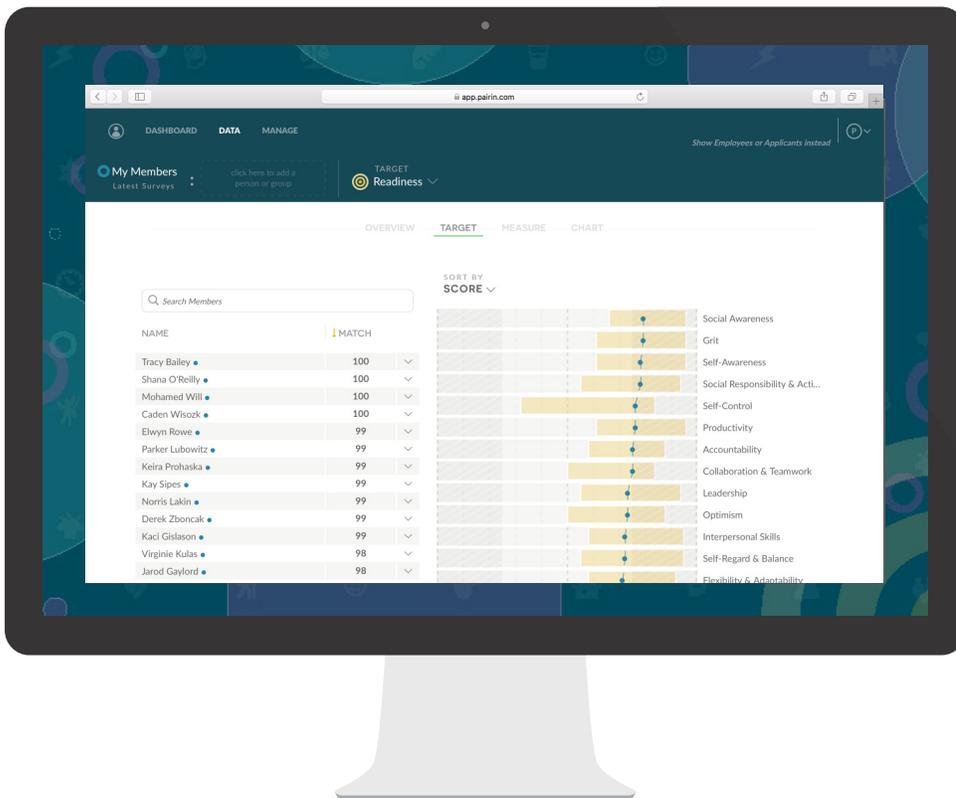
PAIRIN promotes healthy organizational growth by identifying the **best position for each employee,** and focusing their professional development on **areas of greatest impact.**
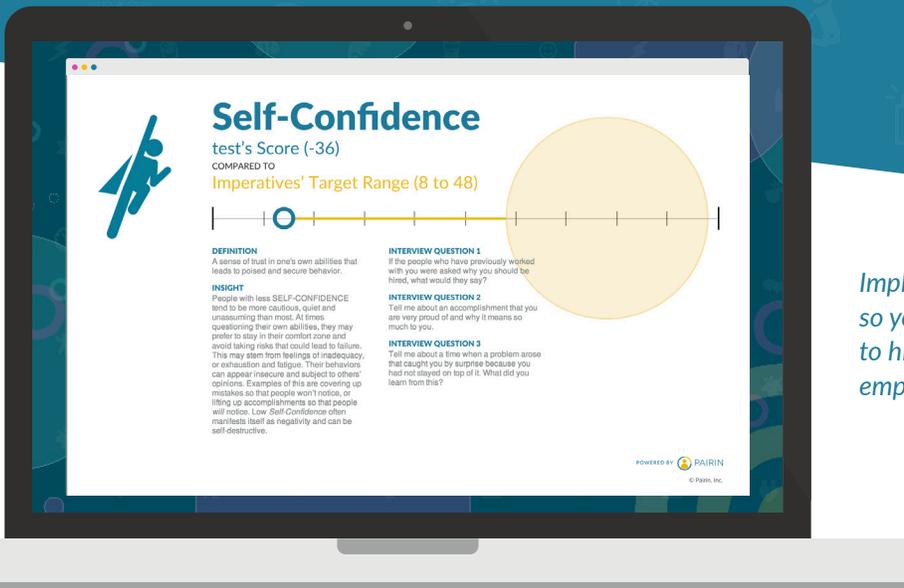
> "Not only can we easily prioritize which candidates to pursue first, and have more insightful interviews, but we now know exactly what to focus on for each employee's development."
>
> ROY
> VICE PRESIDENT

Self-Confidence

test's Score (-36)
COMPARED TO
Imperatives' Target Range (8 to 48)

DEFINITION
A sense of trust in one's own abilities that leads to poised and secure behavior.

INSIGHT
People with less SELF-CONFIDENCE tend to be more cautious, quiet and unassuming than most. At times questioning their own abilities, they may prefer to stay in their comfort zone and avoid taking risks that could lead to failure. This may stem from feelings of inadequacy, or exhaustion and fatigue. Their behaviors can appear insecure and subject to others' opinions. Examples of this are covering up mistakes so that people won't notice, or lifting up accomplishments so that people will notice. Low *Self-Confidence* often manifests itself as negativity and can be self-destructive.

INTERVIEW QUESTION 1
If the people who have previously worked with you were asked why you should be hired, what would they say?

INTERVIEW QUESTION 2
Tell me about an accomplishment that you are very proud of and why it means so much to you.

INTERVIEW QUESTION 3
Tell me about a time when a problem arose that caught you by surprise because you had not stayed on top of it. What did you learn from this?

POWERED BY PAIRIN
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Implementation is quick and easy, so you can rapidly be on the road to higher achievement for every employee.

Would you like to eliminate the guesswork of hiring and employee development?

The PAIRIN Readiness Management System™ helps you identify and develop the qualities that lead to success in every role in your organization. Our scientific insights provide critical guidance for hiring decisions, create reliable measurement of professional growth, and help guide career pathways for each employee.

Why do you need PAIRIN?

Are you ever disappointed with new hires that have great resumes, experience and interviews? Do you have employees that could be top performers if they developed in a few attitudes and behaviors?

What makes PAIRIN unique?

With over 100 attributes, The PAIRIN Survey is the most comprehensive non-cognitive measurement in existence; but with our graphical interface, you will never be burdened by long reports and tons of data. Our system is backed by over 60 years of research, is non-discriminatory and incredibly easy to use.

How does it work?

With our validated science, you only need one 10-minute survey and our cloud-based, patent-pending process to identify the qualities that lead to success in your top performers and identify the areas of needed development in applicants and employees. The survey easily integrates with your hiring process, and applicants are automatically scored and prioritized. For employee development, you can identify specific areas required to make your B-performers A's, and measure their growth over time.

For more information...

Visit **PAIRIN.COM** or email **INFO@PAIRIN.COM**.

Our Process

① Identify gaps to top performers

② Plan career pathways

③ Target and measure professional growth

④ Provide interviewing tools for managers

❝ When we hire against PAIRIN's recommendations, 70% of our hires fail within 90 days, but with PAIRIN, only 11% in a year. ❞

AMANDA
DIRECTOR OF RECRUITING

PAIRIN