



ESP | Emergenetics Selection Program

ESP is the Emergenetics Selection Program, a revolutionary hiring system that is built on a unique platform of scientific research and client understanding. It is a total candidate assessment that measures everything from preferences, attitudes and motivation to bottom-line skills like logic, grammar, problem solving and multitasking abilities. ESP is currently available only in the USA and Canada.

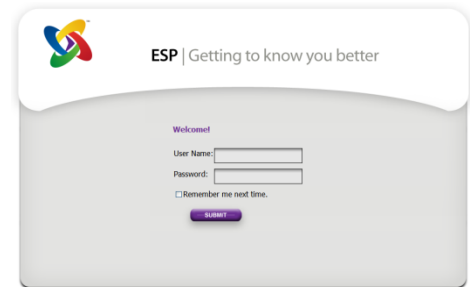
ESP gives you a robust picture of who a person is and how they will perform.

How Does ESP Work?

How is the ESP assessment administered?

ESP is a very easy-to-use online platform. Candidates log in to a web-based portal and complete the assessment online.

The results are available to you immediately...**giving you real-time, understandable, and accurate information to make fast, effective decisions.**



Are there ongoing consulting services available?

Whether you purchase a single position or a licensing package, we provide a complete ESP program experience that walks you through the system, step-by-step. **This process allows you to discover the nuances of the open position, reveal job competencies via the assessment, and assist you in comparing candidate results. Through each of these steps, we have dedicated ESP experts to help you along the way.**

Does the ESP assessment conform to current legal practices and standards?

Yes. ESP conforms to the standards set in the 1978 Uniform Guidelines on Employee Selection Procedures. These guidelines represent the industry benchmark for hiring and selection.

Why is ESP Important?

Using ESP helps you identify and hire top performers. ESP identifies the unique, key factors of success for any position within your company. The results let you see how candidates match up to those factors, and how they measure up to each other...**giving you a distinct advantage in the marketplace—you are able to identify and hire only the best people for your unique organization.**

Using ESP can reduce your turnover. A typical job interview has a 1% correlation between what you see in an interview and actual job skills. Using ESP raises your predictability value to 60-70%. Whether you are looking at 2 candidates or 200, the ESP results ensure that you understand who fits your position best, and why. **A better candidate fit means more productive employees, greater job satisfaction, and lower turnover...all of which means a better bottom line.**





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Using ESP can help you update and streamline your job descriptions. Through the Job Analysis portion of the ESP program, we help you to identify a deeper understanding of the job, the needs of your organization, and the qualities and skills that you desire in applicants...**giving you a clear, concise blueprint for current and future job descriptions.**

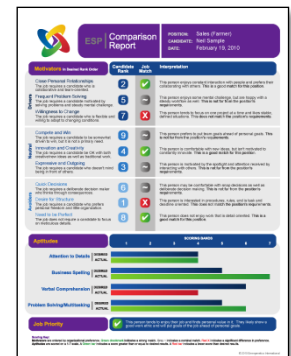
Do you use ESP in place of interviewing?

No, the ESP System is designed to enhance the interview process. **It provides critical insight that goes beyond a candidate's resume and interview. When combined with additional elements of the hiring process, ESP ensures that you are making informed, accurate decisions.**

Can ESP help you get more out of the interview process?

Yes, with the information you get with ESP, you can tailor interview questions to find out exactly how each candidate will respond to the precise motivational and skill-based attributes you need on the job.

Our Candidate Snapshot shows you everything you need on one page, including what you are looking for and how your candidate scored...**providing you with an extra layer of insight going into the interviews.**



ESP Packages

ESP not only improves your bottom line, but it fits your budget too. We have flexible packages to fit the needs of any company.

Single-Position Package – This option provides you with the entire ESP Program from job analysis to candidate results evaluation for one simple price. This is an ideal option for a smaller organization who may only hire occasionally or for high-level hires where in-depth ESP information is critical.

Business Packages – We have packages that provide bulk pricing options for organizations of all sizes. With each of these business package options, we have the ability to conduct in-house training sessions for your employees on how to administer ESP to your candidates or we can do all of it for you – you make the call on what works best for your organization.

Unlimited Licensing Packages – Additionally, we offer licensed pricing packages on a monthly or yearly basis, with huge savings and unlimited assessment usage. It's simple, straightforward pricing for you – one clear fee that encompasses all assessments and training while building in expert consultation from Emergenetics International.

For pricing and more information on ESP, please contact us at esp@emergenetics.com

