



Assess Systems Invited to Participate in Annual Home Instead Event

Preferred vendor's new hiring tool for home care industry identifies top-quality candidates

Dallas, TX ([PRWEB](#)) April 12, 2011 -- Assess Systems has been invited to participate in Home Instead Senior Care's 2011 Annual International Convention and Vendor Showcase to be held in Omaha, Nebraska from April 13-16.

Home Instead Senior Care is the industry leader for in-home, non-medical care. The company has more than 900 franchises in the United States, Puerto Rico and fourteen countries worldwide.

The franchise network employs nearly 65,000 trained CAREGiversSM who provide millions of hours of elder care services annually. The world will soon have over one hundred million people over the age of 65, fueling growth in senior care services such as Home Instead provides.

To increase quality of hire in this growing field, Home Instead partnered with Assess Systems, a provider of assessment solutions for service-related occupations to create a custom assessment, the CAREGiver Pre-employment Assessment, to identify top-quality candidates.

Assess Systems interviewed franchise owners and clients to determine what differentiates Home Instead's best CAREGivers from those who did not succeed in the caregiving environment. Assess then undertook an extensive statistical research study to develop a new assessment tool that measured the characteristics of successful CAREGivers, such as empathy, rapport and accommodation to others.

Franchise owners now have a pre-hire assessment created specifically for the CAREGiver role that helps take the guesswork out of hiring and enables owners to focus on candidates with the highest chance of success. In addition, the assessment results include a behavior-based interview with candidate-specific "probe" questions for any areas where the candidate is a less-than-perfect fit.

"Good employees are one of Home Instead's strongest competitive advantages," said Keith McCook, manager of consulting services for Assess Systems. "Great CAREGivers genuinely care about their clients—but not everyone is a great CAREGiver. The assessment we created for Home Instead helps identify the candidates most likely to give their clients a quality, caring experience."

About Assess Systems

Assess Systems is an innovative software and consulting firm providing talent selection and people development solutions including: [competency modeling](#), selection process design, entry-level assessments, competency-based professional and managerial assessments, sales assessments, leadership development, 360 feedback, [succession planning](#), and [executive assessment](#) and coaching. For more than 25 years, Assess Systems' organizational psychologists have assessed millions of people in a broad spectrum of industries and positions spanning 42 countries and supporting 16 languages. For additional information, please call 972-233-6055 or visit www.assess-systems.com.

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