

# Predictable Hiring

for Predictable Performance™



- In-Depth Interpretation of Test Results
- Actionable Insight
- Responsive Service



Get a Sharper Picture of your Candidate

Lighthouse Consulting Services conducts in-depth work style and personality assessment services for companies who value predictability in their hiring process. Known widely for our thorough interpretation of assessment results, Lighthouse quickly delivers for its clients a level of accurate insight not seen in other assessment solutions. The analysis gives managers the wisdom and guidance necessary to hire the right person for the job.

### How Our Services Deliver Value

- Gain insights into strengths and weaknesses of candidates and staff.
- Provide probing interview questions that might be overlooked.
- Identify potential red flags for human behavioral issues during the hiring process.
- Reduce the learning curve for understanding how to manage individuals for greater work performance.
- Comparing the dynamics of teams, departments and candidates.

### The Lighthouse Personality Test

Most work style personality tests consist of questions covering 8–12 characteristics. The LCS test gives insight on 16 characteristics to give a sharper picture of the individual. It's the difference between a Polaroid and an X-Ray.

### The In-depth Analysis

Some personality testing services simply deliver a test score and guidelines. Others provide a superficial level of analysis – still not much to go on. LCS delivers an in-depth analysis of the test in the context of the job description and the candidate's resume.

You receive a very clear picture of the individual including our recommendation for action.

### Why Clients Prefer Lighthouse

The test analysis is conducted by the management team at Lighthouse, not a junior staff member, or some algorithm. You receive the benefit of the Borowka's 20 years' experience in behavioral science and business management. Clients also like our high degree of responsiveness. Call us or visit our website today.

### The Role of Personality Testing in the Talent Management Process

Work style personality testing is one of three critical components to sound hiring practices. We call it the 3-Legged Stool Process. We guide our clients on how to adopt best practices for hiring that include interviews, background checks, and personality testing. These three steps have proven effective in matching the right candidate to the requirements of the position (all levels).

#### A Solid Hiring Process



Interview                      Background  
 Personality Assessment      Check

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