

# *Identify Candidates with Appropriate Work Behaviors*

## **The ERI® System Predicts Work Behavior**

*As an employer, it can be incredibly difficult to determine the attitudes of future employees towards work. In fact, the results from a recent survey of regional employers indicated that one trait many new employees lack is basic work-behavior skills. The ability to test work behavior is available through Michigan Works! The ERI® System is a standardized, objective and highly accurate method of assessing work behavior skills of job candidates.*



**Seven skill areas assessed by the ERI® System include:**  
*Conscientiousness, Courtesy, Emotional Maturity, Freedom From Disruptive Alcohol and Illegal Drug Use, Long-Term Job Commitment and Trustworthiness.*

*Highly-skilled Human Resource Specialists follow a three-step procedure that fits easily into your existing hiring process:*

- Administer the questionnaire to the job candidate
- Score job candidate's responses
- Aid you in the interpretation and use of the results during interviews and reference checks

### ***Benefits:***

- Use candidate's results to explore specific work behaviors
- Interviewing and checking references becomes more objective, structured and focused
- By concentrating on specific work-behaviors identified by the results, you are able to assess job candidates in an extremely time-efficient manner
- Predict the likelihood of reliable and productive work behavior