

Assess People.  
Predict Performance.

Learn more about  
powerful tools for  
building the sales team  
you've always wanted:

**GlobalPeakSolutions.com**



► **Retaining your top talent can be as challenging as hiring new talent. We have solutions for that too.**

Are your top performers planning to stay around, or are they scouting for other opportunities? They may not tell you, but there are also employee assessments that can give you insights into their mindset and their intentions.

Their assessment results will also offer clues about why they might not be highly engaged, as well as the type of incentives that will help keep them around. Otherwise, the first you'll learn of their dissatisfaction is when they hand in their notice, and then of course it's too late.



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**You can't clone your dealership's top salespeople. But you can hire people just like them.**

**Give your brightest stars assessments to uncover what makes them successful.**

**Then assess job candidates to look for those same attributes. It works.**



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# Hire With Confidence!

**There's no better predictor of future performance than today's sophisticated assessment tools.**

Dealership sales teams now have access to those tools from *Global Peak Solutions*.

▶ **Gut instinct told you that someone would be a good hire. But you ended up being disappointed in them—and in yourself.**

It's frustrating, but you're not alone. Dealerships across the country say they have a hard time putting together a consistently strong, high-performing sales staff. They're all competing for the best people, but are still relying on old-school tactics like interviews, resumes, and gut feelings to make hiring decisions.

Clearly, it's not working. Just because a candidate knows how to look good on paper and sound good in an interview doesn't mean they're going to perform—or even fit in—as you hoped. Which of course is why turnover rates are so high. But you knew that already.

▶ **Now you can make hiring decisions based on deeper insights into people. Companies who try it report that it works surprisingly well.**

At one time, candidate assessment tools were only used to fill top executive slots at national companies. Those companies still use them, because they know they work. *Global Peak Solutions* now makes those same tools affordable, accessible and easy to use for automotive sales departments.

So here's your chance to know what the candidate *isn't* saying, and to find out what you *really* need to know about them. Just because they were successful at their last organization, doesn't mean they'll be a perfect fit at yours. Assessment reports clue you in on attributes such as selling ability, personal integrity, problem-solving skills, leadership potential, and possible personality problems.

▶ **Take your hiring process to a whole new level, and watch turnover rates get lower and lower.**

You know the investment it takes to train and onboard a new hire, only to see them struggle to make their numbers. Plus a high turnover is a bad reflection on the team, the management, and the dealership itself. Here's your chance to turn things around—permanently.

By building a 'performance model' of your best sellers, you'll know what to look for in potential, or existing, employees.

Talent acquisition assessments have been found to more than double your chance of hiring top-performing talent. Once you've tried them, and seen the real-world results, you'll wonder why you did things 'the old way' for so long.



**Don't take our word for it. Receive two FREE assessments, and you may be astonished at what they reveal.**

**Managers might question** the accuracy and usefulness of assessments. After all, they might not know anyone else who uses them. But after they've seen the assessment results from their first two free assessments, and learn more about building performance models, they become firm believers. Candidate and employee assessments are web-based and completed online, and the results are made available in simple and easy to understand reports.

**This is a no-fee, no-obligation, risk-free offer** to determine whether candidate and employee assessments are right for your sales team. We're here with all the support you need; we'll set up the online assessments, show you how to interpret the results, and answer your questions. If you decide to continue, you pay only for the assessments you use, with no contracts, no obligations and no hidden fees—ever.

**Ready to find out more? Call Conrad Norman at 678-993-0807 to plan your free initial consult.**

**Or, go to [GlobalPeakSolutions.com](http://GlobalPeakSolutions.com)** and fill out the Contact form. Your scheduled consult can be conducted by phone, but if you're in the Atlanta area, we'll be glad to visit you in person, where you can tell us about your most pressing challenges. Either way, you'll soon know more about hiring top performers than the vast majority of your peers. And you'll discover that the cost of using assessments is much lower than the ongoing costs of not using them.