



What is turnover costing you?

What is the cause of most performance and productivity problems?

What is the #1 reason people leave an organization?

What is the best predictor of a candidate's future performance?

THE DRAKE P3 SYSTEM

Drake's P3 ProfileXpert combines the precision of personality profiling with the power of behavioral trait assessment giving you a complete hire-to-retire performance management system.

The Bartlett Group's exclusive Drake P3 System offers these **Profilexpert Services**:

Drake P3 Selection Expert

Select the right person for the right job. Gain insight into jobs and candidates to hire more effectively.

Drake P3 Management Expert

Manage communication, cooperation, and team success. Compare and contrast personality traits for goodness of fit.

Drake P3 Team Expert

Build peak performance teams and integrate new hires more quickly into their work environment. Learn how to best communicate and interact with team members.

Drake P3 Communication Survey

Create easy-to-read, reliable, and accurate personality trait profiles.

Each profile includes:

- ✓ Behavioral Strengths
- ✓ Workplace Tendencies
- ✓ Behavior Flexibility and Career Mobility
- ✓ Sensitive Areas
- ✓ How Co-workers See You
- ✓ Proactive Tendencies
- ✓ Potential Reactions to Conflict
- ✓ Decision Making Style
- ✓ Leadership Style
- ✓ Current Energy Level
- ✓ Motivational Needs
- ✓ Stress Levels
- ✓ Emotional Intelligence

Want answers to these questions and more?

Consult the services of The Bartlett Group—your partner in maximizing people's performance!

Not only will we help maximize performance, but consider The Bartlett Group as your "ProfileXpert." **ProfileXpert** is an easy to remember brand name for the Drake P3 System--the most advanced and most accurate personality and performance management technology available today.

The Bartlett Group's **P3 ProfileXpert** System provides you with a quick, easy, and cost effective approach to produce significant results to your bottom line and get the right people into the right jobs.

- ✓ Select and hire top performers
- ✓ Promote consistent hiring practices
- ✓ Increase workforce productivity
- ✓ Improve communications and cooperation at all levels
- ✓ Coach and develop top leaders
- ✓ Build peak performance teams

How does the P3 ProfileXpert system work?

Using the five primary personality traits identified to contribute to success in the workplace, Drake P3 System profiles an individual's Dominance, Extroversion, Patience, Conformity, and Conscientiousness. From this Drake P3 personality profile, numerous assessments and easy-to-read reports reveal critical performance, productivity, team, leadership success, and more!

With **Drake's P3 Profilexpert** and your Bartlett Group Consultants, we'll help you maximize your people's performance.

The Bartlett Group is a team of independent HR consultants with over 60 years combined experience. We bring unique knowledge and expertise to deliver a customized employee management solution based on your business needs.

**Leo G. Bartlett, M.S. Ed--CPCM
(608) 825-3030**

lbartlett@profilexpert.com

As president of The Bartlett Group, Leo has a documented track record of more than 35 years of outstanding performance in the development and training of individuals and companies. Bartlett applies his experience and expertise to develop a performance management assessment program that enables companies of all sizes to hire peak performers and maximize the potential of all employees. Put Leo's extensive expertise to work for your company.

**Tricia Burlage, SPHR
(608) 215-3008**

tburlage@profilexpert.com

As a Human Resource professional coupled with an Industrial Psychology degree, Burlage brings extensive experience in employee relations, training, recruitment techniques, benefits, and safety issues. Burlage has successfully managed the HR aspects of several re-organizations that involved transitioning employees to new positions, developing outplacement programs, position descriptions, and employee communication at all levels. For all your Human Resource related needs, let Burlage assist you in solving your company's challenges.

**Janine Smith
(414) 232-6596**

jsmith@profilexpert.com

Janine Smith is a certified training and development professional with extensive experience in employee development and engagement, performance consulting, and training design and facilitation. Smith focuses on building effective and engaged managers to drive higher levels of team performance. Smith's in-depth experience working closely with management teams focuses on improving individual manager effectiveness, including communication, employee development, and management skills. Smith's expertise can provide you with customized solutions to aid with your every business need.

What Sets Drake's P3 ProfileXpert Apart?

While many assessment tools focus solely on the hiring and selection process, Drake P3 goes beyond. Placing the "right person in the right role" is the first step in driving higher levels of performance. Combining the P3 System with our consulting services, The Bartlett Group will work with you to develop a total solution geared toward identifying top, strong, effective leaders to grow your business and focus on your strategic initiatives.

The **Drake P3 ProfileXpert** System includes customizable "expertise" to improve results in critical business functions, including:

- ✓ Recruitment and interviewing expertise
- ✓ New hire training and orientation services
- ✓ Career-path and associate development
- ✓ Conflict resolution and team building
- ✓ Performance appraisals--customized to each position

The Drake P3 System also includes tools for:

- ✓ Comparing personality profiles in specialized reports: Manager-to-Staff, Peer-to-Peer, Teams, and more
- ✓ Testing cognitive, math, and English skills.

Why Drake P3?

It's quick and easy

Takes only a few minutes to complete the online communication survey.

EEO Compliant

Drake's P3 has been rigorously tested for EEO compliance.

Flexible and Comprehensive

Drake's P3 leading edge, web-based technology is accessible from any location with an Internet connection. Managers have immediate access to the P3 System allowing you to manage teams in "real time."

Cost Effective

Considering just one wrong hiring decision can cost you thousands of dollars—Drake P3 will give you your best return on investment.

Internally Supported

You don't need to rely on costly external analysts; our customized Drake P3 solution includes building internal expertise within your organization by people who know your company culture, management team, and employees. These internal experts will know how to maximize the investment in the Drake P3 System by leveraging its capabilities with the greatest overall impact.

Customer Service Supported and Driven

Your Drake P3 Consultant is your direct contact for any system questions and can provide additional technical support personnel depending on the complexity of your question. Our commitment is to our customers and your service.

Contact your Bartlett Group consultants today to learn how you can maximize your people's performance.